

Refused to sign by associate on June 23, 2019, 4:07:42 AM - Delivered by Wong,Douglas (wongdoug)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Wong,Douglas (RT884-2)
Created On: June 23, 2019, 4:07:42 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	March 28, 2019, 7:53:46 PM
First Written	1	June 29, 2018, 2:34:49 AM
Documented Coaching	1	June 23, 2018, 1:49:36 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Workplace Harassment policy. On 6/08/2019, you were reported to be in violation of this policy by making an unwanted physical advance to another associate in addition to asking for the same associates number twice; after they told you no the first time. Examples of sexual harassment include, but are not limited to, "sexual jokes or use of sexually explicit language" and "sexual comments injected into business communications." Sexual harassment may be overt or subtle. Behavior that may be acceptable in a social setting may not be appropriate in the workplace.

Areas of Improvement Required by Associate

Amazon.com is committed to providing a safe and harassment free workplace environment. Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. This behavior is a violation of Amazon's Workplace Violence policy and is a Category 1 violation of Amazon's Standards of Conduct. You are expected to be in compliance with the Workplace Harassment policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: June 23, 2019, 4:07:42 AM

Manager Signature: Acknowledged by Wong,Douglas (BadgelD: 11279093)

Date: June 23, 2019, 4:07:42 AM

AMZ-BRY000416

Acknowledged by associate on June 24, 2018, 7:13:35 PM - Delivered by Ahmed,Iqra (iqraahme)

Supportive Feedback Document

Behavioral Time Off Task - Documented Coaching



Associate Name: [REDACTED]

Manager Name: Ahmed,Iqra (NN2-1800)

Created On: June 24, 2018, 7:13:35 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	1	March 04, 2018, 3:28:52 AM
Verbal Coaching	1	April 30, 2018, 2:19:48 AM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting [6/23/18], you were observed to be off-task by [11] minutes. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and in accordance with Amazon's Time off Task Guidelines, it is critical that you remain on-task during your scheduled shift. Excessive unproductive time may cause you to fail to meet our performance expectations and may affect your team's morale and performance. In addition, you are required to follow Amazon's break and meal policy and ensure your breaks do not exceed fifteen (15) minutes and meal periods do not exceed thirty (30) minutes. Further incidents of time off task, excessive breaks or unproductive

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 24, 2018, 7:13:35 PM

Manager Signature: Acknowledged by Ahmed,Iqra (BadgeID: 0289390)

Date: June 24, 2018, 7:13:35 PM

AMZ-BRY000417

Acknowledged by associate on March 10, 2018, 4:15:49 AM - Delivered by Ahmed,Iqra (iqraahme)

Supportive Feedback Document

Behavioral Time Off Task - Documented Coaching



Associate Name: [REDACTED]

Manager Name: Kyei,Robert (NN2-1800)

Created On: March 10, 2018, 4:15:49 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

On 3/4/2018 you were confirmed to be Time Off Task (TOT) for 30 minutes. In order for Amazon to meet our high customer service standards, it is critical for each member of the team to do his/her part. You have a vital role in managing the flow of products to our customers by maximizing your time on task.

Areas of Improvement Required by Associate

To meet our performance expectations, we require that you are productive during you scheduled shift. Excessive unproductive time will cause you to fail to meet our performance expectations and may affect your team's morale and performance. You should focus all attention during your scheduled shifts to the task at hand and minimize unproductive time. Further incidents of unproductive time may lead to further discipline, up to and including termination of employment.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 10, 2018, 4:15:49 AM

Manager Signature: Acknowledged by Ahmed,Iqra (BadgeID: 0289390)

Date: March 10, 2018, 4:15:49 AM

AMZ-BRY000418

Acknowledged by associate on June 29, 2018, 2:57:25 AM - Delivered by Ahmed,Iqra (iqraahme)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]
Manager Name: Ahmed,Iqra (NN2-1800)
Created On: June 29, 2018, 2:57:26 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	2	June 23, 2018, 1:49:36 AM
Verbal Coaching	1	April 30, 2018, 2:19:48 AM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting [6/28/18], you were observed to be off-task by [6] minutes. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and accordance with Amazon's Time off Task Guidelines, it is critical that you remain on-task during your scheduled shift. Excessive unproductive time may cause you to fail to meet our performance expectations and may affect your team's morale and performance. In addition, you are required to follow Amazon's break and meal policy and ensure your breaks do not exceed fifteen (15) minutes and meal periods do not exceed thirty (30) minutes. Further incidents of time off task, excessive breaks or unproductive time may lead to further discipline, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 29, 2018, 2:57:25 AM

Manager Signature: Acknowledged by Ahmed,Iqra (BadgeID: 0289390)

Date: June 29, 2018, 2:57:25 AM

AMZ-BRY000419

Acknowledged by associate on May 04, 2019, 9:26:31 PM - Delivered by Busby,Diondra (bdionda)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: May 04, 2019, 9:26:31 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	14	March 13, 2019
Verbal Positive	3	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	14.97	3452	230.55	156	147.78	147.78	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	12.53	5636	449.72	283	158.91	158.91	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.51	66	127.6	112	113.93	113.93	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.39	97	248.18	278	89.27	89.27	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 03, 2019, 5:00:00 AM	9251	28	326	151.27	151.27	N
March 27, 2019, 5:00:00 AM	8795	26	336	148.28	148.28	N
March 20, 2019, 5:00:00 AM	9554	30	317	143.5	143.5	N
March 13, 2019, 5:00:00 AM	0	0	0	0	0	Y
March 06, 2019, 5:00:00 AM	8719	25	343	158.35	158.35	N
February 27, 2019, 5:00:00 AM	2167	6	369	167.07	167.07	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 04, 2019, 9:26:31 PM

Manager Signature: Acknowledged by Busby,Diondra (BadgeID: 11557126)

Date: May 04, 2019, 9:26:31 PM

AMZ-BRY000420

Acknowledged by associate on May 04, 2019, 1:52:13 AM - Delivered by Busby,Diondra (bdiondra)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Busby,Diondra (RT884-1)

Created On: May 04, 2019, 1:52:13 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	April 17, 2019
Documented Positive	14	March 13, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 5	14.94	3514	235.05	156	150.67	150.67	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 5	12.86	5727	445.02	283	157.25	157.25	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 5	2.07	518	249.5	112	222.77	222.77	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 5	1.7	766	449.34	278	161.63	161.63	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 17, 2019, 5:00:00 AM	10525	32	333	158.68	158.68	N
April 10, 2019, 5:00:00 AM	15391	55	278	131.6	131.6	N
April 03, 2019, 5:00:00 AM	9251	28	326	151.27	151.27	N
March 27, 2019, 5:00:00 AM	8795	26	336	148.28	148.28	N
March 20, 2019, 5:00:00 AM	9554	30	317	143.5	143.5	N
March 13, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 04, 2019, 1:52:13 AM

Manager Signature: Acknowledged by Busby,Diondra (BadgelD: 11557126)

Date: May 04, 2019, 1:52:13 AM

AMZ-BRY000421

Acknowledged by associate on March 14, 2019, 6:54:24 PM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: March 14, 2019, 6:54:24 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	13	March 06, 2019
Verbal Coaching	1	March 21, 2018
Verbal Positive	2	January 16, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	11.56	2766	239.3	156	153.4	153.4	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	11.86	5212	439.54	283	155.32	155.32	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	1.13	271	239.88	112	214.18	214.18	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.88	470	536.12	278	192.85	192.85	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 06, 2019, 5:00:00 AM	8719	25	343	158.35	158.35	N
February 27, 2019, 5:00:00 AM	2167	6	369	167.07	167.07	N
February 20, 2019, 5:00:00 AM	0	0	0	0	0	Y
February 13, 2019, 5:00:00 AM	4367	13	327	172.84	172.84	N
February 06, 2019, 5:00:00 AM	4530	15	309	161.59	161.59	N
January 30, 2019, 5:00:00 AM	3300	12	268	152.33	152.33	N

Associate Comments

AA does a fantastic job!

Associate Signature: Acknowledged by [REDACTED]

Date: March 14, 2019, 6:54:24 PM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: March 14, 2019, 6:54:24 PM

AMZ-BRY000422

Acknowledged by associate on March 09, 2019, 9:55:52 PM - Delivered by Busby,Diondra (bdiondra)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino, Joe (RT884-1)
 Created On: March 09, 2019, 9:55:52 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	2	January 16, 2019
Verbal Coaching	1	March 21, 2018
Documented Positive	12	February 20, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	1.71	406	237.7	129	184.26	184.26	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	4.06	1722	424.17	267	158.86	158.86	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.06	10	163.64	99	165.29	165.29	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.05	29	589.83	236	249.93	249.93	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 27, 2019, 5:00:00 AM	2167	6	369	167.07	167.07	N
February 20, 2019, 5:00:00 AM	0	0	0	0	0	Y
February 13, 2019, 5:00:00 AM	4367	13	327	172.84	172.84	N
February 06, 2019, 5:00:00 AM	4530	15	309	161.59	161.59	N
January 30, 2019, 5:00:00 AM	3300	12	268	152.33	152.33	N
January 23, 2019, 5:00:00 AM	9201	29	315	182.33	182.33	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 09, 2019, 9:55:52 PM

Manager Signature: Acknowledged by Busby,Diondra (BadgelD: 11557126)

Date: March 09, 2019, 9:55:52 PM

AMZ-BRY000423

Acknowledged by associate on February 22, 2019, 6:14:16 PM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: February 22, 2019, 6:14:16 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	11	February 13, 2019
Verbal Positive	2	January 16, 2019
Verbal Coaching	1	March 21, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	6.11	1297	212.21	129	164.5	164.5	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.64	2424	429.89	267	161.01	161.01	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.82	210	256.36	99	258.95	258.95	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.8	436	547.66	236	232.06	232.06	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 13, 2019, 5:00:00 AM	4367	13	327	172.84	172.84	N
February 06, 2019, 5:00:00 AM	4530	15	309	161.59	161.59	N
January 30, 2019, 5:00:00 AM	3300	12	268	152.33	152.33	N
January 23, 2019, 5:00:00 AM	9201	29	315	182.33	182.33	N
January 16, 2019, 5:00:00 AM	10510	32	329	191.56	191.56	N
January 09, 2019, 5:00:00 AM	1537	7	210	145.83	145.83	N

Associate Comments

A did a fantastic job

Associate Signature: Acknowledged by [REDACTED]

Date: February 22, 2019, 6:14:16 PM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: February 22, 2019, 6:14:16 PM

AMZ-BRY000424

Acknowledged by associate on February 16, 2019, 7:11:23 AM - Delivered by Grossman,Andrew (grossand)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: February 16, 2019, 7:11:23 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	March 21, 2018
Verbal Positive	2	January 16, 2019
Documented Positive	10	February 06, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	6.68	1364	204.23	129	158.32	158.32	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	6.72	2909	432.69	267	162.06	162.06	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	1.05	197	187.32	99	189.21	189.21	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.22	60	270.68	236	114.69	114.69	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 06, 2019, 5:00:00 AM	4530	15	309	161.59	161.59	N
January 30, 2019, 5:00:00 AM	3300	12	268	152.33	152.33	N
January 23, 2019, 5:00:00 AM	9201	29	315	182.33	182.33	N
January 16, 2019, 5:00:00 AM	10510	32	329	191.56	191.56	N
January 09, 2019, 5:00:00 AM	1537	7	210	145.83	145.83	N
January 02, 2019, 5:00:00 AM	7489	25	305	170.01	170.01	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 16, 2019, 7:11:23 AM

Manager Signature: Acknowledged by Grossman,Andrew (BadgelD: 11284278)

Date: February 16, 2019, 7:11:23 AM

AMZ-BRY000425

Acknowledged by associate on February 08, 2019, 1:32:45 AM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: February 08, 2019, 1:32:45 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 07, 2018
Verbal Coaching	1	March 21, 2018
Documented Positive	9	January 30, 2019
Verbal Positive	2	January 16, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	6.76	1320	195.15	129	151.28	151.28	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	3.42	1424	416	267	155.81	155.81	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.9	146	161.52	99	163.16	163.16	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	1.24	410	331.69	236	140.54	140.54	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 30, 2019, 5:00:00 AM	3300	12	268	152.33	152.33	N
January 23, 2019, 5:00:00 AM	9201	29	315	182.33	182.33	N
January 16, 2019, 5:00:00 AM	10510	32	329	191.56	191.56	N
January 09, 2019, 5:00:00 AM	1537	7	210	145.83	145.83	N
January 02, 2019, 5:00:00 AM	7489	25	305	170.01	170.01	N
December 26, 2018, 5:00:00 AM	4375	17	257	167.25	172.84	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 08, 2019, 1:32:45 AM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: February 08, 2019, 1:32:45 AM

AMZ-BRY000426

Acknowledged by associate on February 01, 2019, 2:16:44 AM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: February 01, 2019, 2:16:44 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 07, 2018
Verbal Coaching	2	March 21, 2018
Verbal Positive	2	January 16, 2019
Documented Positive	8	January 23, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	15.8	3497	221.39	117	190.19	190.19	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	12.73	5499	432.08	251	172.63	172.63	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.33	62	189.96	99	191.88	191.88	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.35	143	405.67	236	171.9	171.9	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 23, 2019, 5:00:00 AM	9201	29	315	182.33	182.33	N
January 16, 2019, 5:00:00 AM	10510	32	329	191.56	191.56	N
January 09, 2019, 5:00:00 AM	1537	7	210	145.83	145.83	N
January 02, 2019, 5:00:00 AM	7489	25	305	170.01	170.01	N
December 26, 2018, 5:00:00 AM	4375	17	257	167.25	172.84	N
December 19, 2018, 5:00:00 AM	9482	35	270	179.64	201.83	N

Associate Comments

[REDACTED] is doing a fantastic job

Associate Signature: Acknowledged by [REDACTED]

Date: February 01, 2019, 2:16:44 AM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: February 01, 2019, 2:16:44 AM

AMZ-BRY000427

Acknowledged by associate on January 25, 2019, 8:15:41 PM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: DiBerardino,Joe (RT884-1)

Created On: January 25, 2019, 8:15:42 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 07, 2018
Verbal Positive	2	January 16, 2019
Verbal Coaching	2	March 21, 2018
Documented Positive	7	January 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	15.61	3570	228.69	114	200.6	200.6	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	14.39	6552	455.36	248	183.61	183.61	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	1.66	312	187.61	99	189.5	189.5	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.29	76	262.57	236	111.26	111.26	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 16, 2019, 5:00:00 AM	10510	32	329	191.56	191.56	N
January 09, 2019, 5:00:00 AM	1537	7	210	145.83	145.83	N
January 02, 2019, 5:00:00 AM	7489	25	305	170.01	170.01	N
December 26, 2018, 5:00:00 AM	4375	17	257	167.25	172.84	N
December 19, 2018, 5:00:00 AM	9482	35	270	179.64	201.83	N
December 12, 2018, 5:00:00 AM	4795	17	276	175.64	206.64	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 25, 2019, 8:15:41 PM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: January 25, 2019, 8:15:41 PM

AMZ-BRY000428

Acknowledged by associate on January 11, 2019, 2:23:42 AM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: January 11, 2019, 2:23:42 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 07, 2018
Verbal Positive	1	November 28, 2018
Documented Positive	6	December 19, 2018
Verbal Coaching	2	March 21, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	11.81	2283	193.38	114	169.63	169.63	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	10.27	4404	428.62	248	172.83	172.83	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	0.69	92	134.25	99	135.61	135.61	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	1.77	710	400	236	169.49	169.49	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 02, 2019, 5:00:00 AM	7489	25	305	170.01	170.01	N
December 26, 2018, 5:00:00 AM	4375	17	257	167.25	172.84	N
December 19, 2018, 5:00:00 AM	9482	35	270	179.64	201.83	N
December 12, 2018, 5:00:00 AM	4795	17	276	175.64	206.64	N
December 05, 2018, 5:00:00 AM	1878	8	228	157.43	185.21	N
November 28, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

[REDACTED] is a top stower.

Associate Signature: Acknowledged by [REDACTED]

Date: January 11, 2019, 2:23:42 AM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: January 11, 2019, 2:23:42 AM

AMZ-BRY000429

Acknowledged by associate on December 22, 2018, 8:15:34 PM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: December 22, 2018, 8:15:34 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 07, 2018
Verbal Positive	1	November 28, 2018
Documented Positive	5	December 12, 2018
Verbal Coaching	2	March 21, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	9.2	1824	198.3	103	192.52	226.5	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	7.59	2856	376.41	242	155.54	182.99	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.54	90	165.31	99	166.98	196.44	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.05	25	508.47	236	215.46	253.48	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 12, 2018, 5:00:00 AM	4795	17	276	175.64	206.64	N
December 05, 2018, 5:00:00 AM	1878	8	228	157.43	185.21	N
November 28, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 21, 2018, 5:00:00 AM	1382	6	240	116.31	136.83	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 22, 2018, 8:15:34 PM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: December 22, 2018, 8:15:34 PM

AMZ-BRY000430

Acknowledged by associate on December 14, 2018, 4:29:23 AM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: DiBerardino,Joe (RT884-1)
 Created On: December 14, 2018, 4:29:23 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	1	November 28, 2018
Documented Coaching	1	February 07, 2018
Documented Positive	4	November 07, 2018
Verbal Coaching	2	March 21, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	5.62	903	160.6	103	155.93	183.44	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	2.52	940	373.72	242	154.43	181.68	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.09	30	319.53	99	322.76	379.71	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.01	5	473.68	236	200.71	236.13	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 05, 2018, 5:00:00 AM	1878	8	228	157.43	185.21	N
November 28, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 21, 2018, 5:00:00 AM	1382	6	240	116.31	136.83	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 14, 2018, 4:29:23 AM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: December 14, 2018, 4:29:23 AM

AMZ-BRY000431

Acknowledged by associate on November 08, 2018, 7:59:08 PM - Delivered by Patel,Binal (patebina)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Kyei,Robert (NN2-1800)

Created On: November 08, 2018, 7:59:08 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	March 21, 2018
Documented Coaching	1	February 07, 2018
Documented Positive	3	October 31, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	0.18	76	430.19	132	325.9	325.9	N
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5	0.26	207	784.42	277	283.18	283.18	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 31, 2018, 5:00:00 AM	283	0	642	300.31	300.31	N
October 24, 2018, 5:00:00 AM	717	2	319	173.53	173.53	N
October 17, 2018, 5:00:00 AM	9467	32	293	149.24	149.24	N
October 10, 2018, 5:00:00 AM	3124	13	248	139.76	139.76	Y
October 03, 2018, 5:00:00 AM	4812	17	287	154.23	154.23	N
September 26, 2018, 5:00:00 AM	10318	38	270	141.52	141.52	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 08, 2018, 7:59:08 PM

Manager Signature: Acknowledged by Patel,Binal (BadgeID: 0086381)

Date: November 08, 2018, 7:59:08 PM

AMZ-BRY000432

Acknowledged by associate on November 01, 2018, 9:44:32 PM - Delivered by Dortch,Jasmine (dortchi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Kyei,Robert (NN2-1800)

Created On: November 01, 2018, 9:44:32 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	March 21, 2018
Documented Positive	2	October 24, 2018
Documented Coaching	1	February 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	1.39	330	237.22	132	179.71	179.71	N
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5	0.85	387	452.78	277	163.46	163.46	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 24, 2018, 5:00:00 AM	717	2	319	173.53	173.53	N
October 17, 2018, 5:00:00 AM	9467	32	293	149.24	149.24	N
October 10, 2018, 5:00:00 AM	3124	13	248	139.76	139.76	Y
October 03, 2018, 5:00:00 AM	4812	17	287	154.23	154.23	N
September 26, 2018, 5:00:00 AM	10318	38	270	141.52	141.52	Y
September 19, 2018, 5:00:00 AM	7611	27	280	141.01	141.01	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 01, 2018, 9:44:32 PM

Manager Signature: Acknowledged by Dortch,Jasmine (BadgeID: 11206723)

Date: November 01, 2018, 9:44:32 PM

AMZ-BRY000433

Acknowledged by associate on October 26, 2018, 12:25:55 AM - Delivered by Dortch,Jasmine (dortchj)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Kyei,Robert (NN2-1800)

Created On: October 26, 2018, 12:25:55 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	October 10, 2018
Documented Coaching	1	February 07, 2018
Verbal Coaching	2	March 21, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	16.84	3311	196.6	132	148.94	148.94	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	13.63	5888	431.91	277	155.92	155.92	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	1.31	146	111.17	109	101.99	101.99	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.5	122	243.05	240	101.27	101.27	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 17, 2018, 5:00:00 AM	9467	32	293	149.24	149.24	N
October 10, 2018, 5:00:00 AM	3124	13	248	139.76	139.76	Y
October 03, 2018, 5:00:00 AM	4812	17	287	154.23	154.23	N
September 26, 2018, 5:00:00 AM	10318	38	270	141.52	141.52	Y
September 19, 2018, 5:00:00 AM	7611	27	280	141.01	141.01	Y
September 12, 2018, 5:00:00 AM	9808	35	281	141.43	141.43	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 26, 2018, 12:25:55 AM

Manager Signature: Acknowledged by Dortch,Jasmine (BadgeID: 11206723)

Date: October 26, 2018, 12:25:55 AM

AMZ-BRY000434

Acknowledged by associate on October 11, 2018, 8:09:56 PM - Delivered by Dortch,Jasmine (dortchj)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Kyei,Robert (NN2-1800)

Created On: October 11, 2018, 8:09:56 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	March 21, 2018
Documented Coaching	1	February 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	9.61	2018	210.03	132	159.12	159.12	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	6.45	2678	415.41	277	149.97	149.97	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.54	79	147.43	109	135.26	135.26	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.16	37	230.85	240	96.19	96.19	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 03, 2018, 5:00:00 AM	4812	17	287	154.23	154.23	N
September 26, 2018, 5:00:00 AM	10318	38	270	141.52	141.52	Y
September 19, 2018, 5:00:00 AM	7611	27	280	141.01	141.01	Y
September 12, 2018, 5:00:00 AM	9808	35	281	141.43	141.43	Y
September 05, 2018, 5:00:00 AM	10568	40	265	128.85	128.85	Y
August 29, 2018, 5:00:00 AM	9986	40	250	123.69	123.69	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 11, 2018, 8:09:56 PM

Manager Signature: Acknowledged by Dortch,Jasmine (BadgeID: 11206723)

Date: October 11, 2018, 8:09:56 PM

AMZ-BRY000435

Acknowledged by associate on May 11, 2019, 5:12:25 AM - Delivered by Shatir,Reem (reems)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Busby,Diondra (RT884-1)
Created On: May 11, 2019, 5:12:25 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	5	May 01, 2019
Documented Positive	16	April 24, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 5	12.35	3199	258.87	162	160.65	160.65	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 5	11.98	5718	476.89	296	161.59	161.59	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 5	0.27	53	192.72	113	170.72	170.72	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 5	0.39	179	451.57	278	162.43	162.43	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	9149	25	366	161.24	161.24	N
April 24, 2019, 5:00:00 AM	7743	23	341	151.67	151.67	N
April 17, 2019, 5:00:00 AM	10525	32	333	158.68	158.68	N
April 10, 2019, 5:00:00 AM	15391	55	278	131.6	131.6	N
April 03, 2019, 5:00:00 AM	9251	28	326	151.27	151.27	N
March 27, 2019, 5:00:00 AM	8795	26	336	148.28	148.28	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 11, 2019, 5:12:25 AM

Manager Signature: Acknowledged by Shatir,Reem (BadgeID: 11118834)

Date: May 11, 2019, 5:12:25 AM

AMZ-BRY000436

Acknowledged by associate on February 08, 2018, 7:34:58 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
 Manager Name: Jordan,Brian (NN2-1800)
 Created On: February 08, 2018, 7:34:58 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 31, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	9.36	999	106.69	128	83.35	92.62	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	12.47	1358	108.94	128	85.11	85.11	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	5.81	1393	239.86	237	101.21	112.45	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	12.15	2722	223.95	237	94.49	94.49	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.22	33	147.76	93	158.88	176.54	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	0.02	3	122.73	93	131.96	131.96	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 3	0.07	6	80.3	192	41.82	46.47	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 31, 2018, 5:00:00 AM	6514	40	162	90.23	94.13	N
January 24, 2018, 5:00:00 AM	5645	41	139	87.53	99.44	N
January 17, 2018, 5:00:00 AM	3733	25	151	93.78	110.33	N
January 10, 2018, 5:00:00 AM	0	0	0	0	0	Y
January 03, 2018, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

■ did not sign in when arriving at station. Showed ■ how signing in then arranging the sled is better because of down time. ■ was also grabbing items first. Went over filling the face. ■ was not using both ends of the strap slowing him down. went over hand technique and usage of the strap.

Associate Signature: Acknowledged by [REDACTED]

Date: February 08, 2018, 7:34:58 PM

AMZ-BRY000437

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: February 08, 2018, 7:34:58 PM

AMZ-BRY000438

Acknowledged by associate on October 26, 2018, 12:27:15 AM - Delivered by Dortch,Jasmine (dortchj)

Supportive Feedback Document Quality - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Kyei,Robert (NN2-1800)

Created On: October 26, 2018, 12:27:15 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	January 17, 2018, 5:00:00 AM
Second Written	1	January 24, 2018, 5:00:00 AM
Documented Positive	1	April 25, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	9477	200	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
October 17, 2018	9477	0	0	100	No
October 10, 2018	3231	10	3095.01	-462.74	Yes
October 03, 2018	4719	20	4238.18	-670.58	Yes
September 26, 2018	10349	4	386.51	29.72	Yes
September 19, 2018	7628	7	917.67	-66.85	Yes
September 12, 2018	9816	8	814.99	-48.19	Yes

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 26, 2018, 12:27:15 AM

Manager Signature: Acknowledged by Dortch,Jasmine (BadgeID: 11206723)

Date: October 26, 2018, 12:27:15 AM

AMZ-BRY000439

Acknowledged by associate on April 26, 2018, 6:13:22 PM - Delivered by Kyei,Robert (kyei)

Supportive Feedback Document Quality - Documented Positive

amazon.com

Associate Name: [REDACTED]
 Manager Name: Kyei,Robert (NN2-1800)
 Created On: April 26, 2018, 6:13:22 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Second Written	1	January 24, 2018, 5:00:00 AM
First Written	1	January 17, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	-	0	9205	1000

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 18, 2018	9205	0	0	100	No
April 11, 2018	7872	1	127.03	87.29	Yes
April 04, 2018	7144	1	139.97	86	Yes
March 28, 2018	8124	6	738.55	26.14	Yes
March 21, 2018	7243	2	276.12	72.38	Yes
March 14, 2018	7121	4	561.71	43.82	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 26, 2018, 6:13:22 PM

Manager Signature: Acknowledged by Kyei,Robert (BadgelD: 12070911)

Date: April 26, 2018, 6:13:22 PM

AMZ-BRY000440

Acknowledged by associate on January 26, 2018, 3:09:47 AM - Delivered by Roach,Raymond Vincent (roaraymo)

Supportive Feedback Document Quality - Second Written



Associate Name: [REDACTED]

Manager Name: Jordan,Brian James (NN2-1800)

Created On: January 26, 2018, 3:09:47 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	January 17, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	7	6090	1000
Stow	Shortage	8	6090	1000

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 22, 2018, 4:25:48 AM	Stow	Shortage	<p>Location Id: tsX0510y2f9</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.0170dd0b-403f-4d2d-b975-ca03348b5095.ed6f7490-ed2d-4138-8132-fabc2c176642.0.ZZVNUKZVZ5</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Shortage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-7-A638F130.394965ef-c5aa-49af-b0c3-6fd4b816886a]</p> <p>Quantity: 1.0</p> <p>Fc Sku: ZZVNUKZVZ5</p> <p>Application Name: AFTWatsonService</p> <p>Found Location List: [P-7-A638F130]</p>
January 22, 2018, 2:34:37 AM	Stow	Overage	<p>Location Id: tsX01befh1z</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.1640fa4a-6fab-4bd9-8198-9ab54f36cbef.0.ZZW3BK7YWB</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Overage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-9-A082N378.44627dea-f9c3-46c8-8c31-6ff5128be6e1]</p> <p>Quantity: 1.0</p> <p>Fc Sku: ZZW3BK7YWB</p>

AMZ-BRY000441

			Application Name: AFTWatsonService Found Location List: [P-9-A082N378]
January 21, 2018, 7:25:06 PM	Stow	Overage	Location Id: csXP24VTHSf Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.6b18877f-c526-4c52-9e7c-17c72cac39dc.0.ZZY20PHBXN Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-7-A902N999.ae9b4375-87b9-42fb-ac69-7300f57cda4d] Quantity: 1.0 Fc Sku: ZZY20PHBXN Application Name: AFTWatsonService Found Location List: [P-7-A902N999]
January 21, 2018, 1:55:50 AM	Stow	Overage	Location Id: csXP23zJmW Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.c633e6cc-724c-4993-a16d-1e69d75bccad.0.ZZXQ7R7RI5 Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-5-B294A002.f6c6863-3182-46b3-83d7-58ada091855a] Quantity: 1.0 Fc Sku: ZZXQ7R7RI5 Application Name: AFTWatsonService Found Location List: [P-5-B294A002]
January 20, 2018, 7:26:58 PM	Stow	Overage	Location Id: csXP242fKf Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.c7721690-c301-4cdc-96b8-38142d60f72e.0.ZZW14MK7JF Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-7-A997N245.16e59476-bc69-4da5-9f37-46b22c6d0752] Quantity: 1.0 Fc Sku: ZZW14MK7JF Application Name: AFTWatsonService Found Location List: [P-7-A997N245]
			Location Id: tsX05dtc8et Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.13489c15-e1ce-4c08-a0b8-797da8bd4071.8b476a61-898b-4e26-b039-00f76a565621.0.X0011XW8SL Reported In Process Path: Stow Raw Error Type: Shortage

AMZ-BRY000442

January 20, 2018, 2:02:02 AM	Stow	Shortage	Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-9-A100H444.2dd945f7-1e69-4742-89b2-8feaf1bf551b, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-5-A182K378.b70583c8-eab4-4c3f-8bb8-fd7a4aea9bfd] Quantity: 1.0 Fc Sku: X001IXW8SL Application Name: AFTWatsonService Found Location List: [P-9-A100H444]
January 20, 2018, 1:41:10 AM	Stow	Overage	Location Id: tsX036aq8at Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.19e2fa16-114c-45e6-8211-ee60087d5d25.0.X001NX92NZ Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-5-A182K377.e56d8d38-f28e-483a-8997-87fbf938c97b, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-5-A203K380.f321aa2c-882f-4c6e-83db-f07cb9a1cdd6] Quantity: 1.0 Fc Sku: X001NX92NZ Application Name: AFTWatsonService Found Location List: [P-5-A182K377]
January 20, 2018, 1:20:29 AM	Stow	Shortage	Location Id: tsX01q54dg3 Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.36a237c6-5b1c-4678-9dbb-d6ccaecb4c9c.f06574a5-59d1-4287-8072-23f30a773081.0.X000ZDTA1 Reported In Process Path: Stow Raw Error Type: Shortage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A251P679.4bc289d7-4af0-43d7-be55-5a1625207f67] Quantity: 1.0 Fc Sku: X000ZDTA1 Application Name: AFTWatsonService Found Location List: [P-8-A251P679]
January 19, 2018, 11:55:42 PM	Stow	Overage	Location Id: tsX02rjxwzm Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.4eec6d52-280f-40f8-a403-73b58fa5414a.0.X001MG3GKD Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A023P700.5f8ca6ec-0d15-47db-9332-d76e4ab76197] Quantity: 1.0 Fc Sku: X001MG3GKD Application Name: AFTWatsonService Found Location List: [P-8-A023P700]

AMZ-BRY000443

January 19, 2018, 10:26:39 PM	Stow	Shortage	<p>Location Id: csXP23dqNMC</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.a03c63ed-4df7-41f9-b407-6f88ef63ba66.49ee7cb9-ee0c-42e7-85c9-86701f5d855b.0.ZZXSQK4ZI1</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Shortage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-6-A699F235.aab2b5c4-7ff6-4e3d-907f-f6e30ac02049]</p> <p>Quantity: 1.0</p> <p>Fc Sku: ZZXSQK4ZI1</p> <p>Application Name: AFTWatsonService</p> <p>Found Location List: [P-6-A699F235]</p>
January 19, 2018, 4:05:36 AM	Stow	Shortage	<p>Location Id: csXP23zgSgB</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.7c19d364-8135-41c4-95ee-30b62079eb05.adde77e1-0a17-4371-875e-8f8974ea2b9c.1.X001NIMH37</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Shortage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A903W369.63458b72-bbe6-4684-b070-e6cb7ae1d968, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A985V688.84548368-dee2-4bc4-a2f6-c97a7ab8559f]</p> <p>Quantity: 1.0</p> <p>Fc Sku: X001NIMH37</p> <p>Application Name: AFTWatsonService</p> <p>Found Location List: [P-8-A903W369]</p>
January 19, 2018, 4:05:36 AM	Stow	Shortage	<p>Location Id: csXP23zgSgB</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.7c19d364-8135-41c4-95ee-30b62079eb05.adde77e1-0a17-4371-875e-8f8974ea2b9c.1.X001NIMH37</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Shortage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-9-A399W578.b22f538c-9bb6-4865-8c13-05f7060f9bee, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A903W369.63458b72-bbe6-4684-b070-e6cb7ae1d968, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-9-A977V254.7e4ec79b-dddf-4e2e-b92e-b0cd42d08670, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A985V688.84548368-dee2-4bc4-a2f6-c97a7ab8559f]</p> <p>Quantity: 1.0</p> <p>Fc Sku: X001NIMH37</p> <p>Application Name: AFTWatsonService</p> <p>Found Location List: [P-9-A399W578]</p>
January 18,			<p>Location Id: csXP24Ry6Pj</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.2b8f6695-55e9-4027-b265-0d53e3586b3b.29a29c27-ba3a-4ded-b397-bef57985b252.0.ZZY1USLBF5</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Shortage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-7-A331J498.392910d5-206e-4db0-914e-e6744bf5584a, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A698N908.0ce41617-1c06-4c59-8257-f2b2e3b34f31,</p>

AMZ-BRY000444

2018, 10:22:29 PM	Stow	Shortage	<p>amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-7-A331J496.abb1c732-99e6-4b65-9698-322950d07475, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-5-A624P909.f60003ec-5cc1-499d-ac46-3e382d8ce497, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-5-A624P906.9020be20-7d09-448a-ab86-1252dd2ad8b6]</p> <p>Quantity: 1.0</p> <p>Fc Sku: ZZY1USLBF5</p> <p>Application Name: AFTWatsonService</p> <p>Found Location List: [P-7-A331J498]</p>
January 18, 2018, 9:56:47 PM	Stow	Overage	<p>Location Id: csXP23qntKl</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.0baa5cd8-41fd-4e9d-aade-d2732c8b77d4.0.ZZW9RA3QC1</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Overage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-5-A997N547.fd2f2517-c6f1-4ed1-a930-0b1811d8e307]</p> <p>Quantity: 1.0</p> <p>Fc Sku: ZZW9RA3QC1</p> <p>Application Name: AFTWatsonService</p> <p>Found Location List: [P-5-A997N547]</p>
January 18, 2018, 7:19:20 PM	Stow	Shortage	<p>Location Id: csXP24RfW2L</p> <p>Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.b062fe03-3767-45b6-bbf9-5210c933f42b.12214be1-8019-4b8b-bc31-4a40b5275471.0.X0017BBQZ5</p> <p>Reported In Process Path: Stow</p> <p>Raw Error Type: Shortage</p> <p>Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-7-A827M692.1ff3bc85-e112-4ceb-9689-3cab874838c0]</p> <p>Quantity: 1.0</p> <p>Fc Sku: X0017BBQZ5</p> <p>Application Name: AFTWatsonService</p> <p>Found Location List: [P-7-A827M692]</p>

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 17, 2018	6090	15	2463.05	-146.31	No
January 10, 2018	2964	6	2024.29	-102.43	No

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

AMZ-BRY000445

Associate Signature: Acknowledged by [REDACTED]

Date: January 26, 2018, 3:09:47 AM

Manager Signature: Acknowledged by Roach,Raymond Vincent (BadgeID: 12266532)

Date: January 26, 2018, 3:09:47 AM

AMZ-BRY000446

Acknowledged by associate on January 19, 2018, 7:20:42 PM - Delivered by Jordan,Brian James (briaor)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]

Manager Name: Jordan,Brian James (NN2-1800)

Created On: January 19, 2018, 7:20:42 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	3	2964	1000
Stow	Shortage	3	2964	1000

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 15, 2018, 1:53:31 AM	Stow	Overage	Location Id: csXP24CKXyp Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.66a5c554-2a58-477d-9223-0a6ec57eef9b.0.ZZWDRTOB3Z Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A747J562.3e9e77d2-54f6-4097-8b4c-72528aa00699, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A817J200.03ea5deb-0171-4a46-b572-aa4e7b8abc48, amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-8-A868J471.bcf2aada-a2b4-41b9-9c32-3ee47750f34f] Quantity: 1.0 Fc Sku: ZZWDRTOB3Z Application Name: AFTWatsonService Found Location List: [P-8-A747J562]
January 15, 2018, 1:39:38 AM	Stow	Overage	Location Id: csXP23q3fGV Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.333e746b-0c45-47fb-bcef-29b88a450681.0.X001N0PZX9 Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-9-A754N281.0377dda1-24b0-4cbf-b99b-d788cbb55d00] Quantity: 1.0 Fc Sku: X001N0PZX9

AMZ-BRY000447

			Application Name: AFTWatsonService Found Location List: [P-9-A754N281]
January 14, 2018, 8:43:10 PM	Stow	Overage	Location Id: csXP249KmRB Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.4b93c821-6573-4793-8c84-7c2d7800c551.0.ZZW25WW5X9 Reported In Process Path: Stow Raw Error Type: Overage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-6-A532H920.21f3666e-bd01-4d7d-8d4d-305ada7da247] Quantity: 1.0 Fc Sku: ZZW25WW5X9 Application Name: AFTWatsonService Found Location List: [P-6-A532H920]
January 14, 2018, 12:38:25 AM	Stow	Shortage	Location Id: csXP24RZZQV Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.233a5593-1251-4d8f-9562-d70549105423.0c8633b7-a099-4406-bbd5-41f331dbbbf8.0.ZZXVKOOUYJ Reported In Process Path: Stow Raw Error Type: Shortage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-9-A139H461.a76ebe47-4fa2-4fc7-964c-de8a86437cc0] Quantity: 1.0 Fc Sku: ZZXVKOOUYJ Application Name: AFTWatsonService Found Location List: [P-9-A139H461]
January 12, 2018, 9:51:31 PM	Stow	Shortage	Location Id: tsX038464ij Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.01848dc9-feab-4eb6-b20c-2fe46c43cd95.2a04c645-cb8d-4063-8960-89f6215c5683.2.ZZW9WHQ5PJ Reported In Process Path: Stow Raw Error Type: Shortage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-9-A063E112.df6e5c8c-7764-436c-816b-745f48dab2f7] Quantity: 2.0 Fc Sku: ZZW9WHQ5PJ Application Name: AFTWatsonService Found Location List: [P-9-A063E112]
			Location Id: tsX01tlyi9m Problem Id: amzn1.fc.v1.common.request-id.v1.FCStowAppWebsite.7d034afb-a1ed-4634-a785-cc9d8694d35a.24aa23cb-0fe2-4d6e-8b54-b8b13c41dce5.0.ZZWEHRCYZ9 Reported In Process Path: Stow Raw Error Type: Shortage

AMZ-BRY000448

January 12, 2018, 7:21:04 PM	Stow	Shortage	Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.EWR9.SIMPLE_RECORD_COUNT.P-6-A232F003.52053821-0dea-4175-86ae-e3e4eee4616c] Quantity: 1.0 Fc Sku: ZZWEHRCYZ9 Application Name: AFTWatsonService Found Location List: [P-6-A232F003]
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 10, 2018	2964	6	2024.29	-102.43	No

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 19, 2018, 7:20:42 PM

Manager Signature: Acknowledged by Jordan, Brian James (BadgeID: 11059156)

Date: January 19, 2018, 7:20:42 PM

AMZ-BRY000449

Acknowledged by associate on April 05, 2019, 12:46:34 AM - Delivered by DiBerardino,Joe (diberj)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
Manager Name: DiBerardino,Joe (RT884-1)
Created On: April 05, 2019, 12:46:34 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	2	October 24, 2018, 5:00:00 AM
Verbal Positive	14	March 27, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	3	8803	650	1000	No
Stow	Shortage	3	8803	650	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
March 30, 2019, 2:47:26 AM	Stow	Shortage	Quantity: 1.0 Location Id: tsX01wi4n6t Fc Sku: X001S93QLD Application Name: AFTWatsonService Found Location List: [P-5-B742F253]
March 30, 2019, 12:16:06 AM	Stow	Shortage	Quantity: 1.0 Location Id: tsX07g8trrh Fc Sku: X001QXE1VF Application Name: AFTWatsonService Found Location List: [P-9-B561S963]
March 29, 2019, 9:00:59 PM	Stow	Overage	Quantity: 1.0 Location Id: tsX07g8trrh Fc Sku: X001W6NNFV Application Name: AFTWatsonService Found Location List: [P-9-B561S963]
March 29, 2019, 4:49:34 AM	Stow	Overage	Quantity: 1.0 Location Id: csXPBDBKHJ Fc Sku: ZZUGLSR3MD Application Name: AFTWatsonService Found Location List: [P-7-B698K218]
March 29, 2019, 2:34:43 AM	Stow	Shortage	Quantity: 1.0 Location Id: tsX046myktz Fc Sku: X000VQBZQH Application Name: AFTWatsonService Found Location List: [P-7-B975X950]
March 29, 2019, 2:34:31 AM	Stow	Overage	Quantity: 1.0 Location Id: tsX046myktz Fc Sku: ZZXWOH624H Application Name: AFTWatsonService Found Location List: [P-7-B975X950]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 27, 2019	8803	6	681.58	-4.86	No
March 20, 2019	9564	3	313.67	51.74	No
March 13, 2019	0	0	0	0	Yes

AMZ-BRY000450

March 06, 2019	8737	3	343.36	47.17	No
February 27, 2019	3463	0	0	100	No
February 20, 2019	0	0	0	0	Yes

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

■ understands why write up generated.

Associate Signature: Acknowledged by ■

Date: April 05, 2019, 12:46:34 AM

Manager Signature: Acknowledged by DiBerardino,Joe (BadgeID: 11228579)

Date: April 05, 2019, 12:46:34 AM

AMZ-BRY000451

AMAZON.COM, INC.

CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's time, ability, attention, and effort to furthering Amazon's best interests and will consult and comply with the Amazon Outside Activities policy for Employee's business or division as it pertains to engaging in outside work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement

prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

3.2 Prevention of Unauthorized Release of Confidential Information. Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

Nothing prohibits Employee from reporting an event that he or she reasonably believes is a legal violation to a law-enforcement agency (such as the Securities and Exchange Commission, Equal Employment Opportunity Commission, or Department of Labor), or from cooperating in an agency investigation. Employee acknowledges that he or she has received notice under the 2016 Defend Trade Secrets Act. First, that he or she will not be held criminally or civilly liable under Federal or State trade secret law for disclosing a trade secret either in confidence to a Federal, State, or Local government official or to an attorney for the purpose of reporting or investigating a suspected legal violation, or under seal in a lawsuit or other court proceeding. And, second, that an individual who pursues a lawsuit for unlawful retaliation against his or her employer for reporting a suspected legal violation may disclose the trade secret to his or her attorney and use the trade secret information in the court proceeding, provided any document containing the trade secret is filed under seal and is not disclosed unless permitted by court order.

3.3 Confidential Information of Third Parties. Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 Return of Confidential Documents. On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 Non-Solicitation. During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.2 Non-Interference. During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

- 7.2 Waiver.** No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.
- 7.3 Governing Law and Jurisdiction.** This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.
- 7.4 Remedies.** Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.
- 7.5 Modification of Restrictions; Severability.** Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.
- 7.6 Survival of Covenants.** The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.
- 7.7 Assignment.** This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.
- 7.8 Entire Agreement.** This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.
- 7.9 Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

- 8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS.** Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).
- 9. EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

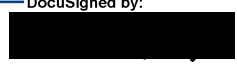
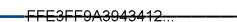
AMAZON.COM, INC.

Signature 

Name: Beth Galetti

Title: Vice President, Human Resources

EMPLOYEE

DocuSigned by:

Signature:  FFE3F9A3043412...

Name: 

Date: 12/31/2017



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



6/23/2019



Dear [REDACTED]:

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is June 24, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



AMZ-BRY000458



12/29/2017

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]:

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on January 10, 2018 ("Start Date"). Your salary will be \$13.35 per hour, (\$27,768.00 annualized based on 2,080 hours per year) and a \$1.00 per hour Shift Differential (\$2,080.00 annualized based on 2,080 hours per year), payable Bi-weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Restricted Stock Unit Award

Subject to approval by the Board of Directors of Amazon.com, Inc., you will be granted a restricted stock unit award with respect to 2 shares of Amazon.com, Inc. common stock. Subject to your continued employment with the Company, this award will vest and convert into shares of common stock on the 15th day of the month in which you reach your second anniversary of employment.

Your award will be documented by delivery to you of a Restricted Stock Unit Award Agreement specifying the terms and conditions of the award. You will be eligible for a restricted stock unit grant, based on your performance, in calendar year 2019. Ordinarily this process occurs each April.



AMZ-BRY000459

Department: 1299010 EWR9 USA FC Receiving(010)
Manager: Brian Jordan
Shift Pattern:

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Variable Compensation Pay (VCP)

If you work in a fulfillment center you may be eligible for Variable Pay, a bonus based upon personal and site performance criteria at your location.

Benefits

During the term of your employment, you will be entitled to 401(k), health and welfare, vacation, and other benefits as may be offered by the Company from time to time, subject to eligibility and other terms and conditions stated in the governing documents. Generally you are eligible to enroll in our 401(k) and major medical plans as of the date you start employment, with access to our enrollment system about three business days after your start date. Please refer to the enclosed documents for more information.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). The Company's willingness to grant you the restricted stock unit award referred to above is based in significant part on your commitment to fulfill the obligations specified in the Agreement. Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility



AMZ-BRY000460

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

██████████, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Brian Jordan
Manager II, Operations

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSigned by:

FFE3FF9A3943412...

Signature

12/31/2017

Date



AMZ-BRY000461

Acknowledged by associate on June 20, 2018, 10:28:00 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: June 20, 2018, 10:28:00 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	June 13, 2018, 8:51:43 AM

Details of Current Incident/Specific Concerns

In the previous 7 days, Associate [REDACTED] created 10 pieces of Amnesty while working in Stow with a DPMO of 1264 (Threshold of 1,000). In order for Amazon to meet our high customer service standards, it is critical for each member of the team to do his/her part to ensure bins are left in an organized and safe condition. You have a vital role in managing the flow of products to our customers by minimizing unnecessary re-work in process (Amnesty, False Shorts, Problem Solve, etc.)

Areas of Improvement Required by Associate

Amazon expects associates to adhere to established standard operating procedures. Failure to adhere to standard work guidelines includes, but is not limited to, any action that artificially inflates an individual's rate, (i.e. double-scanning, machine-gunning) dishonest behavior, discriminatory work selection that directly or indirectly hinders others' performance (i.e. cherry picking), or circumventing critical steps in the "process/PMV. Failure to meet these expectations and/or future violations of these guidelines or other inappropriate behavior may result in additional discipline, up to and including termination."

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 20, 2018, 10:28:00 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: June 20, 2018, 10:28:00 PM

AMZ-BRY000635

Acknowledged by associate on September 21, 2019, 9:14:41 PM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]

Manager Name: Norton,Michael (RT884-4)

Created On: September 21, 2019, 9:14:41 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	November 28, 2018, 7:46:25 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Workplace Harassment policy. On [9/21/2019], you were reported to be in violation of this policy by engaging in unwanted physical contact that was done without consent. Examples of sexual harassment include, but are not limited to, "sexual jokes or use of sexually explicit language" and "sexual comments injected into business communications." Sexual harassment may be overt or subtle. Behavior that may be acceptable in a social setting may not be appropriate in the workplace.

Areas of Improvement Required by Associate

Amazon.com is committed to providing a safe and harassment free workplace environment. Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. This behavior is a violation of Amazon's Workplace Violence policy and is a Category 1 violation of Amazon's Standards of Conduct. You are expected to be in compliance with the Workplace Harassment policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: September 21, 2019, 9:14:41 PM

Manager Signature: Acknowledged by Norton,Michael (BadgeID: 0014429)

Date: September 21, 2019, 9:14:41 PM

AMZ-BRY000636

Acknowledged by associate on August 14, 2019, 11:26:50 AM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Norton,Michael (RT884-4)

Created On: August 14, 2019, 11:26:50 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	48	August 07, 2019
Verbal Positive	4	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 5	3.88	928	239.14	132	181.16	181.16	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 5	3.03	1397	459.62	283	162.41	162.41	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 5	0.22	37	161.65	85	190.17	190.17	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 5	0.21	30	136.88	245	55.87	55.87	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 07, 2019, 5:00:00 AM	2392	7	325	169.98	169.98	N
July 31, 2019, 5:00:00 AM	1411	5	277	160.94	160.94	N
July 24, 2019, 5:00:00 AM	2526	6	440	198.22	198.22	N
July 17, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 10, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 03, 2019, 5:00:00 AM	7601	19	398	175.07	175.07	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 14, 2019, 11:26:50 AM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: August 14, 2019, 11:26:50 AM

AMZ-BRY000637

Acknowledged by associate on August 08, 2019, 9:08:19 PM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Norton,Michael (RT884-4)

Created On: August 08, 2019, 9:08:19 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	48	July 31, 2019
Verbal Positive	4	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 4	3.77	794	210.05	132	159.13	159.13	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 4	1.31	616	469.13	283	165.77	165.77	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 4	0	1	239.99	85	282.35	282.35	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 31, 2019, 5:00:00 AM	1411	5	277	160.94	160.94	N
July 24, 2019, 5:00:00 AM	2526	6	440	198.22	198.22	N
July 17, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 10, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 03, 2019, 5:00:00 AM	7601	19	398	175.07	175.07	N
June 26, 2019, 5:00:00 AM	4582	12	377	165.63	174.1	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 08, 2019, 9:08:19 PM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: August 08, 2019, 9:08:19 PM

AMZ-BRY000638

Acknowledged by associate on August 02, 2019, 2:13:57 AM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Norton,Michael (RT884-4)

Created On: August 02, 2019, 2:13:57 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	48	July 10, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 4	1.2	403	333.82	132	252.89	252.89	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 4	1.05	622	590.97	283	208.82	208.82	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 4	0.01	1	65.45	85	77	77	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 4	3.46	1500	432.44	245	176.51	176.51	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 24, 2019, 5:00:00 AM	2526	6	440	198.22	198.22	N
July 17, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 10, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 03, 2019, 5:00:00 AM	7601	19	398	175.07	175.07	N
June 26, 2019, 5:00:00 AM	4582	12	377	165.63	174.1	N
June 19, 2019, 5:00:00 AM	2920	8	360	166.06	184.52	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 02, 2019, 2:13:57 AM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: August 02, 2019, 2:13:57 AM

AMZ-BRY000639

Acknowledged by associate on July 12, 2019, 1:48:11 AM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Norton,Michael (RT884-4)
Created On: July 12, 2019, 1:48:11 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	50	July 03, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 4	10.22	2603	254.63	165	154.32	154.32	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 4	7.44	4590	616.29	302	204.06	204.06	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 4	0.86	202	233.52	115	203.06	203.06	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 4	0.58	206	352.97	278	126.96	126.96	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 03, 2019, 5:00:00 AM	7601	19	398	175.07	175.07	N
June 26, 2019, 5:00:00 AM	4582	12	377	165.63	174.1	N
June 19, 2019, 5:00:00 AM	2920	8	360	166.06	184.52	N
June 12, 2019, 5:00:00 AM	8434	21	394	176.55	196.16	N
June 05, 2019, 5:00:00 AM	14456	44	329	156.18	183.75	N
May 29, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 12, 2019, 1:48:11 AM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: July 12, 2019, 1:48:11 AM

AMZ-BRY000640

Acknowledged by associate on July 06, 2019, 1:01:21 AM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Norton,Michael (RT884-4)
Created On: July 06, 2019, 1:01:21 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	50	June 26, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 3	4.61	1156	250.57	165	151.86	168.73	N
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 4	2.38	649	271.76	165	164.7	164.7	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 3	1.36	683	498.54	302	165.07	183.42	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 4	3.78	2094	553.27	302	183.2	183.2	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 26, 2019, 5:00:00 AM	4582	12	377	165.63	174.1	N
June 19, 2019, 5:00:00 AM	2920	8	360	166.06	184.52	N
June 12, 2019, 5:00:00 AM	8434	21	394	176.55	196.16	N
June 05, 2019, 5:00:00 AM	14456	44	329	156.18	183.75	N
May 29, 2019, 5:00:00 AM	0	0	0	0	0	Y
May 22, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 06, 2019, 1:01:21 AM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: July 06, 2019, 1:01:21 AM

AMZ-BRY000641

Acknowledged by associate on June 27, 2019, 10:15:38 PM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Norton,Michael (RT884-4)
Created On: June 27, 2019, 10:15:38 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	50	June 19, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 3	5.15	1360	264.04	165	160.02	177.81	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 3	2.7	1539	569.29	302	188.5	209.45	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 3	0.14	8	54.75	115	47.61	52.9	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 3	0.1	13	127.52	278	45.87	50.96	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 19, 2019, 5:00:00 AM	2920	8	360	166.06	184.52	N
June 12, 2019, 5:00:00 AM	8434	21	394	176.55	196.16	N
June 05, 2019, 5:00:00 AM	14456	44	329	156.18	183.75	N
May 29, 2019, 5:00:00 AM	0	0	0	0	0	Y
May 22, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 27, 2019, 10:15:38 PM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: June 27, 2019, 10:15:38 PM

AMZ-BRY000642

Acknowledged by associate on June 21, 2019, 9:05:03 PM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Norton,Michael (RT884-4)
Created On: June 21, 2019, 9:05:03 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	50	June 12, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 3	11.26	3211	285.11	165	172.79	191.99	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 3	8.84	4909	554.88	302	183.73	204.15	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 3	0.96	179	185.75	115	161.53	179.47	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 3	0.31	135	430.85	278	154.98	172.2	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 12, 2019, 5:00:00 AM	8434	21	394	176.55	196.16	N
June 05, 2019, 5:00:00 AM	14456	44	329	156.18	183.75	N
May 29, 2019, 5:00:00 AM	0	0	0	0	0	Y
May 22, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 21, 2019, 9:05:03 PM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: June 21, 2019, 9:05:03 PM

AMZ-BRY000643

Acknowledged by associate on June 15, 2019, 8:04:14 PM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Norton,Michael (RT884-4)
Created On: June 15, 2019, 8:04:14 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	50	May 15, 2019
Verbal Positive	4	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 2	19.79	4751	240.01	165	145.46	171.13	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 2	15.43	7443	482.28	302	159.69	187.87	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 2	6.02	1367	226.76	115	197.18	231.98	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 2	2.63	895	340.19	278	122.37	143.96	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 05, 2019, 5:00:00 AM	14456	44	329	156.18	183.75	N
May 29, 2019, 5:00:00 AM	0	0	0	0	0	Y
May 22, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 15, 2019, 8:04:14 PM

Manager Signature: Acknowledged by Norton,Michael (BadgeID: 0014429)

Date: June 15, 2019, 8:04:14 PM

AMZ-BRY000644

Acknowledged by associate on May 25, 2019, 8:32:49 PM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Raslan, Farah (RT677)
 Created On: May 25, 2019, 8:32:49 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	49	May 08, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	17.47	4136	236.71	168	140.9	140.9	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.45	3462	464.4	328	141.58	141.58	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.14	45	307.98	163	188.94	188.94	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.06	30	446.28	330	135.23	135.23	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 08, 2019, 5:00:00 AM	7673	25	305	141.37	141.37	N
May 01, 2019, 5:00:00 AM	6738	17	390	161.06	161.06	N
April 24, 2019, 5:00:00 AM	5886	16	367	165.32	165.32	N
April 17, 2019, 5:00:00 AM	11493	34	336	137.79	137.79	N
April 10, 2019, 5:00:00 AM	8347	26	326	135.56	135.56	N
April 03, 2019, 5:00:00 AM	10089	29	348	146.15	146.15	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 25, 2019, 8:32:49 PM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: May 25, 2019, 8:32:49 PM

AMZ-BRY000645

Acknowledged by associate on May 09, 2019, 6:27:28 PM - Delivered by Malone,Sade (sadmallon)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Raslan, Farah (RT677)
 Created On: May 09, 2019, 6:27:28 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	48	May 01, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	8.97	2440	272	168	161.9	161.9	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.97	4160	521.46	328	158.98	158.98	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.19	67	344.57	163	211.39	211.39	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.13	71	515.32	330	156.15	156.15	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	6738	17	390	161.06	161.06	N
April 24, 2019, 5:00:00 AM	5886	16	367	165.32	165.32	N
April 17, 2019, 5:00:00 AM	11493	34	336	137.79	137.79	N
April 10, 2019, 5:00:00 AM	8347	26	326	135.56	135.56	N
April 03, 2019, 5:00:00 AM	10089	29	348	146.15	146.15	N
March 27, 2019, 5:00:00 AM	10455	34	308	134.84	134.84	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 09, 2019, 6:27:28 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: May 09, 2019, 6:27:28 PM

AMZ-BRY000646

Acknowledged by associate on May 02, 2019, 8:30:20 PM - Delivered by Malone,Sade (sadmalo)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: May 02, 2019, 8:30:20 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	47	April 24, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	9.83	2791	283.66	168	168.84	168.84	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.48	2829	515.37	328	157.12	157.12	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.44	149	338.2	163	207.49	207.49	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.26	117	442.9	330	134.21	134.21	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 24, 2019, 5:00:00 AM	5886	16	367	165.32	165.32	N
April 17, 2019, 5:00:00 AM	11493	34	336	137.79	137.79	N
April 10, 2019, 5:00:00 AM	8347	26	326	135.56	135.56	N
April 03, 2019, 5:00:00 AM	10089	29	348	146.15	146.15	N
March 27, 2019, 5:00:00 AM	10455	34	308	134.84	134.84	N
March 20, 2019, 5:00:00 AM	7604	26	290	136.44	136.44	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 02, 2019, 8:30:20 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: May 02, 2019, 8:30:20 PM

AMZ-BRY000647

Acknowledged by associate on April 25, 2019, 8:36:50 PM - Delivered by Malone,Sade (sadmallon)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: April 25, 2019, 8:36:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	46	April 17, 2019
Verbal Positive	4	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	16.97	4146	244.28	168	145.41	145.41	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	17	7264	427.16	328	130.23	130.23	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.12	34	262.09	163	160.79	160.79	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.13	49	362.21	330	109.76	109.76	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 17, 2019, 5:00:00 AM	11493	34	336	137.79	137.79	N
April 10, 2019, 5:00:00 AM	8347	26	326	135.56	135.56	N
April 03, 2019, 5:00:00 AM	10089	29	348	146.15	146.15	N
March 27, 2019, 5:00:00 AM	10455	34	308	134.84	134.84	N
March 20, 2019, 5:00:00 AM	7604	26	290	136.44	136.44	N
March 13, 2019, 5:00:00 AM	9608	29	327	145.89	145.89	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 25, 2019, 8:36:50 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: April 25, 2019, 8:36:50 PM

AMZ-BRY000648

Acknowledged by associate on April 19, 2019, 2:17:44 AM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Raslan, Farah (RT677)
Created On: April 19, 2019, 2:17:44 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	45	April 10, 2019
Verbal Positive	4	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	13.48	3101	230.02	168	136.91	136.91	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	11.38	5078	446.19	328	136.03	136.03	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.42	86	203.01	163	124.54	124.54	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.32	82	254.04	330	76.98	76.98	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 10, 2019, 5:00:00 AM	8347	26	326	135.56	135.56	N
April 03, 2019, 5:00:00 AM	10089	29	348	146.15	146.15	N
March 27, 2019, 5:00:00 AM	10455	34	308	134.84	134.84	N
March 20, 2019, 5:00:00 AM	7604	26	290	136.44	136.44	N
March 13, 2019, 5:00:00 AM	9608	29	327	145.89	145.89	N
March 06, 2019, 5:00:00 AM	4050	12	342	149.28	149.28	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 19, 2019, 2:17:44 AM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: April 19, 2019, 2:17:44 AM

AMZ-BRY000649

Acknowledged by associate on April 11, 2019, 10:01:35 PM - Delivered by Malone,Sade (sadmallon)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: April 11, 2019, 10:01:35 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	4	March 27, 2019
Documented Positive	44	April 03, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	16.31	3950	242.09	168	144.1	144.1	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	12.38	6084	491.15	328	149.74	149.74	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.2	33	160.54	163	98.49	98.49	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.05	22	410.36	330	124.35	124.35	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 03, 2019, 5:00:00 AM	10089	29	348	146.15	146.15	N
March 27, 2019, 5:00:00 AM	10455	34	308	134.84	134.84	N
March 20, 2019, 5:00:00 AM	7604	26	290	136.44	136.44	N
March 13, 2019, 5:00:00 AM	9608	29	327	145.89	145.89	N
March 06, 2019, 5:00:00 AM	4050	12	342	149.28	149.28	N
February 27, 2019, 5:00:00 AM	13149	31	421	184.71	184.71	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 11, 2019, 10:01:35 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: April 11, 2019, 10:01:35 PM

AMZ-BRY000650

Acknowledged by associate on April 05, 2019, 12:32:42 AM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Raslan, Farah (RT677)
 Created On: April 05, 2019, 12:32:42 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	43	March 20, 2019
Verbal Positive	4	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	20.51	4670	227.67	168	135.51	135.51	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	12.34	5665	459.04	328	139.95	139.95	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.85	91	105.98	163	65.02	65.02	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.19	29	151.3	330	45.84	45.84	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 27, 2019, 5:00:00 AM	10455	34	308	134.84	134.84	N
March 20, 2019, 5:00:00 AM	7604	26	290	136.44	136.44	N
March 13, 2019, 5:00:00 AM	9608	29	327	145.89	145.89	N
March 06, 2019, 5:00:00 AM	4050	12	342	149.28	149.28	N
February 27, 2019, 5:00:00 AM	13149	31	421	184.71	184.71	N
February 20, 2019, 5:00:00 AM	9422	23	402	178.98	178.98	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 05, 2019, 12:32:42 AM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: April 05, 2019, 12:32:42 AM

AMZ-BRY000651

Acknowledged by associate on March 21, 2019, 9:38:48 PM - Delivered by Malone,Sade (sadmallon)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Raslan, Farah (RT677)
 Created On: March 21, 2019, 9:38:48 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	42	March 06, 2019
Verbal Positive	3	March 13, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	18.32	4378	238.92	163	146.58	146.58	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	10.72	5148	480.11	330	145.49	145.49	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.17	32	185.81	163	113.99	113.99	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.12	50	409.09	330	123.97	123.97	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 13, 2019, 5:00:00 AM	9608	29	327	145.89	145.89	N
March 06, 2019, 5:00:00 AM	4050	12	342	149.28	149.28	N
February 27, 2019, 5:00:00 AM	13149	31	421	184.72	184.72	N
February 20, 2019, 5:00:00 AM	9422	23	402	178.99	178.99	N
February 13, 2019, 5:00:00 AM	13675	31	437	173.69	173.69	N
February 06, 2019, 5:00:00 AM	10080	22	452	187.8	187.8	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 21, 2019, 9:38:48 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: March 21, 2019, 9:38:48 PM

AMZ-BRY000652

Acknowledged by associate on March 07, 2019, 11:04:27 PM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: March 07, 2019, 11:04:27 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	41	February 27, 2019
Verbal Positive	1	January 30, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	17.81	5697	319.96	163	196.3	196.3	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	13.16	7321	556.46	330	168.62	168.62	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.19	62	318.4	163	195.34	195.34	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.09	69	730.59	330	221.39	221.39	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 27, 2019, 5:00:00 AM	13149	31	421	184.72	184.72	N
February 20, 2019, 5:00:00 AM	9422	23	402	178.99	178.99	N
February 13, 2019, 5:00:00 AM	13675	31	437	173.69	173.69	N
February 06, 2019, 5:00:00 AM	10080	22	452	187.8	187.8	N
January 30, 2019, 5:00:00 AM	11307	25	460	178.87	178.87	N
January 23, 2019, 5:00:00 AM	2662	8	330	135.3	135.3	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 07, 2019, 11:04:27 PM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: March 07, 2019, 11:04:27 PM

AMZ-BRY000653

Acknowledged by associate on March 01, 2019, 2:15:25 AM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Raslan, Farah (RT677)
Created On: March 01, 2019, 2:15:26 AM



Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	40	February 20, 2019
Verbal Positive	1	January 30, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	13.71	4296	313.35	163	192.24	192.24	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	9.63	5086	528.29	330	160.09	160.09	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.09	26	295.27	163	181.15	181.15	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	14	592.94	330	179.68	179.68	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 20, 2019, 5:00:00 AM	9422	23	402	178.99	178.99	N
February 13, 2019, 5:00:00 AM	13675	31	437	173.69	173.69	N
February 06, 2019, 5:00:00 AM	10080	22	452	187.8	187.8	N
January 30, 2019, 5:00:00 AM	11307	25	460	178.87	178.87	N
January 23, 2019, 5:00:00 AM	2662	8	330	135.3	135.3	N
January 16, 2019, 5:00:00 AM	3412	10	355	145.18	145.18	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 01, 2019, 2:15:25 AM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: March 01, 2019, 2:15:25 AM

AMZ-BRY000654

Acknowledged by associate on February 22, 2019, 12:39:15 AM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: February 22, 2019, 12:39:15 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	1	January 30, 2019
Documented Positive	39	February 13, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	1.66	513	309.5	171	181	181	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	0.39	224	578.06	317	182.35	182.35	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.05	21	395.81	171	231.47	231.47	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	13.57	4081	300.67	163	184.46	184.46	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	17.09	9461	553.72	330	167.8	167.8	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.46	68	148.63	163	91.19	91.19	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.16	65	411.97	330	124.84	124.84	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 13, 2019, 5:00:00 AM	13675	31	437	173.69	173.69	N
February 06, 2019, 5:00:00 AM	10080	22	452	187.8	187.8	N
January 30, 2019, 5:00:00 AM	11307	25	460	178.87	178.87	N
January 23, 2019, 5:00:00 AM	2662	8	330	135.3	135.3	N
January 16, 2019, 5:00:00 AM	3412	10	355	145.18	145.18	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 22, 2019, 12:39:15 AM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: February 22, 2019, 12:39:15 AM

AMZ-BRY000655

Acknowledged by associate on February 15, 2019, 2:01:29 AM - Delivered by Sy,Duncan (sydunca)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: February 15, 2019, 2:01:29 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	1	January 30, 2019
Documented Positive	37	February 06, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	7.04	1803	255.95	171	149.68	149.68	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	2.33	1020	438.19	317	138.23	138.23	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.38	30	78.43	171	45.87	45.87	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	1	51.43	317	16.22	16.22	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	11.42	3601	315.33	163	193.46	193.46	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	10.6	6316	595.68	330	180.51	180.51	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.1	40	388.14	163	238.12	238.12	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.16	123	779.58	330	236.24	236.24	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 06, 2019, 5:00:00 AM	10080	22	452	187.8	187.8	N
January 30, 2019, 5:00:00 AM	11307	25	460	178.87	178.87	N
January 23, 2019, 5:00:00 AM	2662	8	330	135.3	135.3	N
January 16, 2019, 5:00:00 AM	3412	10	355	145.18	145.18	N
January 02, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 15, 2019, 2:01:29 AM

Manager Signature: Acknowledged by Sy,Duncan (BadgeID: 11962818)

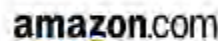
Date: February 15, 2019, 2:01:29 AM

AMZ-BRY000656

AMZ-BRY000657

Acknowledged by associate on February 15, 2019, 2:01:03 AM - Delivered by Sy,Duncan (sydunca)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: February 15, 2019, 2:01:03 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	1	January 30, 2019
Documented Positive	37	February 06, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	7.04	1803	255.95	171	149.68	149.68	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	2.33	1020	438.19	317	138.23	138.23	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.38	30	78.43	171	45.87	45.87	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	1	51.43	317	16.22	16.22	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	11.42	3601	315.33	163	193.46	193.46	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	10.6	6316	595.68	330	180.51	180.51	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.1	40	388.14	163	238.12	238.12	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.16	123	779.58	330	236.24	236.24	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 06, 2019, 5:00:00 AM	2854	10	292	142.62	142.62	N
January 30, 2019, 5:00:00 AM	0	0	0	0	0	Y
January 23, 2019, 5:00:00 AM	0	0	0	0	0	Y
January 16, 2019, 5:00:00 AM	6181	20	316	146.57	146.57	N
January 09, 2019, 5:00:00 AM	7846	25	310	144.98	144.98	N
January 02, 2019, 5:00:00 AM	11641	31	374	175.49	175.49	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 15, 2019, 2:01:03 AM

Manager Signature: Acknowledged by Sy,Duncan (BadgeID: 11962818)

Date: February 15, 2019, 2:01:03 AM

AMZ-BRY000658

AMZ-BRY000659

Acknowledged by associate on February 07, 2019, 7:43:09 PM - Delivered by Dennis,Chris J (chrdenni)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: February 07, 2019, 7:43:09 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	36	January 23, 2019
Verbal Positive	1	January 30, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	1.62	417	257.28	160	160.8	160.8	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	1.07	602	563.64	302	186.64	186.64	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.05	8	173.49	105	165.23	165.23	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	9.83	2924	297.36	165	180.22	180.22	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	14.64	8361	570.94	320	178.42	178.42	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.06	9	142.73	104	137.24	137.24	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.06	13	235.18	220	106.9	106.9	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 30, 2019, 5:00:00 AM	11307	25	460	178.87	178.87	N
January 23, 2019, 5:00:00 AM	2662	8	330	135.3	135.3	N
January 16, 2019, 5:00:00 AM	3412	10	355	145.18	145.18	N
January 02, 2019, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

[REDACTED] is an all-star AA! He was the #1 Quality IB AA last week for the entire LGA7/8 IB. He is consistently at or near the very top in performance and is valued AA w/in IB BHN team.

Associate Signature: Acknowledged by [REDACTED]

Date: February 07, 2019, 7:43:09 PM

Manager Signature: Acknowledged by Dennis,Chris J (BadgeID: 11789762)

Date: February 07, 2019, 7:43:09 PM

AMZ-BRY000660

Acknowledged by associate on January 24, 2019, 12:00:56 AM - Delivered by Mercer,Joshua (jomerce)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Mercer,Joshua (NA7-1800)

Created On: January 24, 2019, 12:00:56 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	34	January 16, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	11.7	2706	231.2	160	144.5	144.5	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.68	3407	443.38	302	146.81	146.81	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.11	37	338.93	105	322.79	322.79	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.07	31	465	239	194.56	194.56	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	4.71	1119	237.57	165	143.98	143.98	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	4.9	2293	468.25	320	146.33	146.33	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 16, 2019, 5:00:00 AM	3412	10	355	145.18	145.18	N
January 02, 2019, 5:00:00 AM	0	0	0	0	0	Y
December 19, 2018, 5:00:00 AM	4848	12	403	188.36	188.36	N
December 12, 2018, 5:00:00 AM	6399	16	388	179.69	179.69	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 24, 2019, 12:00:56 AM

Manager Signature: Acknowledged by Mercer,Joshua (BadgeID: 12021056)

Date: January 24, 2019, 12:00:56 AM

AMZ-BRY000661

Acknowledged by associate on January 24, 2019, 12:01:12 AM - Delivered by Mercer,Joshua (jomerce)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Mercer,Joshua (NA7-1800)

Created On: January 24, 2019, 12:01:12 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	34	January 16, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	11.7	2706	231.2	160	144.5	144.5	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.68	3407	443.38	302	146.81	146.81	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.11	37	338.93	105	322.79	322.79	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.07	31	465	239	194.56	194.56	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	4.71	1119	237.57	165	143.98	143.98	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	4.9	2293	468.25	320	146.33	146.33	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 16, 2019, 5:00:00 AM	6181	20	316	146.57	146.57	N
January 09, 2019, 5:00:00 AM	7846	25	310	144.98	144.98	N
January 02, 2019, 5:00:00 AM	11641	31	374	175.49	175.49	N
December 26, 2018, 5:00:00 AM	4191	12	355	165.39	165.39	N
December 19, 2018, 5:00:00 AM	6301	17	381	183.84	183.84	N
December 12, 2018, 5:00:00 AM	9738	30	320	168.9	168.9	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 24, 2019, 12:01:12 AM

Manager Signature: Acknowledged by Mercer,Joshua (BadgeID: 12021056)

Date: January 24, 2019, 12:01:12 AM

AMZ-BRY000662

Acknowledged by associate on January 16, 2019, 11:54:37 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Mercer,Joshua (NA7-1800)

Created On: January 16, 2019, 11:54:37 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	33	January 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	15.31	3616	236.25	160	147.66	147.66	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	9.91	4204	424.41	302	140.53	140.53	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.1	18	186.74	105	177.85	177.85	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	8	334.88	239	140.12	140.12	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 09, 2019, 5:00:00 AM	7846	25	310	144.98	144.98	N
January 02, 2019, 5:00:00 AM	11641	31	374	175.49	175.49	N
December 26, 2018, 5:00:00 AM	4191	12	355	165.39	165.39	N
December 19, 2018, 5:00:00 AM	6301	17	381	183.84	183.84	N
December 12, 2018, 5:00:00 AM	9738	30	320	168.9	168.9	N
December 05, 2018, 5:00:00 AM	12431	30	415	177.66	177.66	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 16, 2019, 11:54:37 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgeID: 11347452)

Date: January 16, 2019, 11:54:37 PM

AMZ-BRY000663

Acknowledged by associate on January 09, 2019, 10:21:40 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Mercer,Joshua (NA7-1800)

Created On: January 09, 2019, 10:21:40 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	32	December 19, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	18.18	5246	288.59	160	180.37	180.37	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	12.46	6160	494.22	302	163.65	163.65	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.22	82	369	105	351.43	351.43	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.25	153	605.94	239	253.53	253.53	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	2.27	596	262.52	165	159.1	159.1	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	2.48	1420	573.35	320	179.17	179.17	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 02, 2019, 5:00:00 AM	11641	31	374	175.49	175.49	N
December 26, 2018, 5:00:00 AM	4191	12	355	165.39	165.39	N
December 19, 2018, 5:00:00 AM	6301	17	381	183.84	183.84	N
December 12, 2018, 5:00:00 AM	9738	30	320	168.9	168.9	N
December 05, 2018, 5:00:00 AM	12431	30	415	177.66	177.66	N
November 28, 2018, 5:00:00 AM	13193	33	398	188.33	188.33	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 09, 2019, 10:21:40 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgelD: 11347452)

Date: January 09, 2019, 10:21:40 PM

AMZ-BRY000664

Acknowledged by associate on December 19, 2018, 7:25:36 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: December 19, 2018, 7:25:36 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	30	December 12, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	23.01	6368	276.76	160	172.97	172.97	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.09	3250	458.41	302	151.79	151.79	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.28	72	252.63	105	240.6	240.6	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.08	48	621.58	239	260.08	260.08	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	11.13	3187	286.25	165	173.49	173.49	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.27	3161	599.81	320	187.44	187.44	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.07	44	611.58	104	588.06	588.06	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	7	293.02	220	133.19	133.19	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 12, 2018, 5:00:00 AM	6399	16	388	179.69	179.69	N
December 05, 2018, 5:00:00 AM	4675	14	346	158.02	158.02	N
November 21, 2018, 5:00:00 AM	5464	13	429	180.6	180.6	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 07, 2018, 5:00:00 AM	5004	9	527	219.11	219.11	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 19, 2018, 7:25:36 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgeID: 11347452)

Date: December 19, 2018, 7:25:36 PM

AMZ-BRY000665

Acknowledged by associate on December 19, 2018, 7:26:04 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan, Colleen (NA7-1800)

Created On: December 19, 2018, 7:26:04 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	30	December 12, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	23.01	6368	276.76	160	172.97	172.97	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.09	3250	458.41	302	151.79	151.79	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.28	72	252.63	105	240.6	240.6	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.08	48	621.58	239	260.08	260.08	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	11.13	3187	286.25	165	173.49	173.49	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.27	3161	599.81	320	187.44	187.44	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.07	44	611.58	104	588.06	588.06	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	7	293.02	220	133.19	133.19	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 12, 2018, 5:00:00 AM	9738	30	320	168.9	168.9	N
December 05, 2018, 5:00:00 AM	12431	30	415	177.66	177.66	N
November 28, 2018, 5:00:00 AM	13193	33	398	188.33	188.33	N
November 21, 2018, 5:00:00 AM	2729	7	395	171.98	171.98	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 07, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 19, 2018, 7:26:04 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgelD: 11347452)

Date: December 19, 2018, 7:26:04 PM

AMZ-BRY000666

Acknowledged by associate on December 12, 2018, 10:36:20 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: December 12, 2018, 10:36:20 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	28	December 05, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	14.17	4000	282.36	160	176.48	176.48	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	15.52	8306	535.34	302	177.27	177.27	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.17	41	236.92	105	225.64	225.64	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.12	84	728.67	239	304.88	304.88	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	8.3	2035	245.17	165	148.59	148.59	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	4.6	2459	535.11	320	167.22	167.22	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.5	101	201	104	193.26	193.26	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.11	80	700.73	220	318.51	318.51	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 05, 2018, 5:00:00 AM	4675	14	346	158.02	158.02	N
November 21, 2018, 5:00:00 AM	5464	13	429	180.6	180.6	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 07, 2018, 5:00:00 AM	5004	9	527	219.11	219.11	N
October 31, 2018, 5:00:00 AM	15538	25	611	218	218	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 12, 2018, 10:36:20 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgelD: 11347452)

Date: December 12, 2018, 10:36:20 PM

AMZ-BRY000668

Acknowledged by associate on December 12, 2018, 10:36:33 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: December 12, 2018, 10:36:33 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	28	December 05, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	14.17	4000	282.36	160	176.48	176.48	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	15.52	8306	535.34	302	177.27	177.27	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.17	41	236.92	105	225.64	225.64	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.12	84	728.67	239	304.88	304.88	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	8.3	2035	245.17	165	148.59	148.59	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	4.6	2459	535.11	320	167.22	167.22	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.5	101	201	104	193.26	193.26	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.11	80	700.73	220	318.51	318.51	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 05, 2018, 5:00:00 AM	12431	30	415	177.66	177.66	N
November 28, 2018, 5:00:00 AM	13193	33	398	188.33	188.33	N
November 21, 2018, 5:00:00 AM	2729	7	395	171.98	171.98	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 07, 2018, 5:00:00 AM	0	0	0	0	0	Y
October 31, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 12, 2018, 10:36:33 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgelD: 11347452)

Date: December 12, 2018, 10:36:33 PM

AMZ-BRY000669

AMZ-BRY000670

Acknowledged by associate on December 06, 2018, 12:03:45 AM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan, Colleen (NA7-1800)

Created On: December 06, 2018, 12:03:45 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	27	November 28, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	17.78	5765	324.27	160	202.67	202.67	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	12.08	6354	526.05	307	171.35	171.35	N
Each Transfer In	Each Transfer In W EachStowed Medium EACH	Level 5	0.54	124	230.7	160	144.19	144.19	N
Each Transfer In	Each Transfer In W EachStowed Small EACH	Level 5	0.59	298	504.14	320	157.54	157.54	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	1.02	229	225	105	214.29	214.29	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	1.12	423	377.02	239	157.75	157.75	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 28, 2018, 5:00:00 AM	13193	33	398	188.33	188.33	N
November 21, 2018, 5:00:00 AM	2729	7	395	171.98	171.98	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 07, 2018, 5:00:00 AM	0	0	0	0	0	Y
October 31, 2018, 5:00:00 AM	0	0	0	0	0	Y
October 24, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 06, 2018, 12:03:45 AM

Manager Signature: Acknowledged by Mongno,Emalee (BadgelD: 11347452)

Date: December 06, 2018, 12:03:45 AM

AMZ-BRY000671

Acknowledged by associate on November 29, 2018, 12:52:40 AM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: November 29, 2018, 12:52:40 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	25	November 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	3.62	999	276.01	160	172.51	172.51	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	3.29	1730	526.19	307	171.4	171.4	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	6.48	1942	299.55	171	175.18	175.18	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.88	3260	554.03	320	173.13	173.13	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.14	56	405.63	104	390.03	390.03	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.24	206	856.35	220	389.25	389.25	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 21, 2018, 5:00:00 AM	5464	13	429	180.6	180.6	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 07, 2018, 5:00:00 AM	5004	9	527	219.11	219.11	N
October 31, 2018, 5:00:00 AM	15538	25	611	218	218	N
October 24, 2018, 5:00:00 AM	3084	5	615	235.65	235.65	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 29, 2018, 12:52:40 AM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: November 29, 2018, 12:52:40 AM

AMZ-BRY000672

Acknowledged by associate on November 29, 2018, 12:52:48 AM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: November 29, 2018, 12:52:48 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	25	November 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	3.62	999	276.01	160	172.51	172.51	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	3.29	1730	526.19	307	171.4	171.4	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	6.48	1942	299.55	171	175.18	175.18	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.88	3260	554.03	320	173.13	173.13	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.14	56	405.63	104	390.03	390.03	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.24	206	856.35	220	389.25	389.25	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 21, 2018, 5:00:00 AM	2729	7	395	171.98	171.98	N
November 14, 2018, 5:00:00 AM	0	0	0	0	0	Y
November 07, 2018, 5:00:00 AM	0	0	0	0	0	Y
October 31, 2018, 5:00:00 AM	0	0	0	0	0	Y
October 24, 2018, 5:00:00 AM	0	0	0	0	0	Y
October 17, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 29, 2018, 12:52:48 AM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: November 29, 2018, 12:52:48 AM

AMZ-BRY000673

Acknowledged by associate on November 18, 2018, 9:28:24 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan, Colleen (NA7-1800)

Created On: November 18, 2018, 9:28:24 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	24	November 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	4.65	1656	355.79	171	208.06	208.06	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	4.25	2920	686.61	320	214.57	214.57	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.04	11	282.86	104	271.98	271.98	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.55	417	755.89	220	343.59	343.59	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 07, 2018, 5:00:00 AM	5004	9	527	219.11	219.11	N
October 31, 2018, 5:00:00 AM	15538	25	611	218	218	N
October 24, 2018, 5:00:00 AM	3084	5	615	235.65	235.65	N
October 10, 2018, 5:00:00 AM	5669	12	467	187.21	187.21	N
October 03, 2018, 5:00:00 AM	2823	5	549	218.3	218.3	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 18, 2018, 9:28:24 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgeID: 11347452)

Date: November 18, 2018, 9:28:24 PM

AMZ-BRY000674

Acknowledged by associate on November 07, 2018, 9:29:14 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: November 07, 2018, 9:29:15 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	23	October 31, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	6.95	2459	353.93	171	206.97	206.97	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	18.32	12957	707.09	320	220.97	220.97	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.04	5	142.86	104	137.36	137.36	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.13	117	905.81	220	411.73	411.73	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 31, 2018, 5:00:00 AM	15538	25	611	218	218	N
October 24, 2018, 5:00:00 AM	3084	5	615	235.65	235.65	N
October 10, 2018, 5:00:00 AM	5669	12	467	187.21	187.21	N
October 03, 2018, 5:00:00 AM	2823	5	549	218.3	218.3	N
September 26, 2018, 5:00:00 AM	3841	6	641	253.3	253.3	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 07, 2018, 9:29:14 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: November 07, 2018, 9:29:14 PM

AMZ-BRY000675

Acknowledged by associate on October 31, 2018, 7:40:50 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: October 31, 2018, 7:40:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	22	October 17, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	1.61	625	389.21	171	227.61	227.61	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	3.21	2302	717.26	320	224.14	224.14	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.09	49	520.35	104	500.34	500.34	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.1	108	1053.66	220	478.94	478.94	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 24, 2018, 5:00:00 AM	3084	5	615	235.65	235.65	N
October 10, 2018, 5:00:00 AM	5669	12	467	187.21	187.21	N
October 03, 2018, 5:00:00 AM	2823	5	549	218.3	218.3	N
September 26, 2018, 5:00:00 AM	3841	6	641	253.3	253.3	N
September 19, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 31, 2018, 7:40:50 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: October 31, 2018, 7:40:50 PM

AMZ-BRY000676

Acknowledged by associate on October 17, 2018, 10:49:18 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: October 17, 2018, 10:49:18 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	21	October 10, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	2.07	443	213.61	160	133.51	133.51	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	1.73	690	398.78	307	129.9	129.9	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	0.22	27	124.46	105	118.53	118.53	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	0.26	28	108.15	239	45.25	45.25	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	5.47	1819	332.71	171	194.57	194.57	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	6.63	3838	578.81	320	180.88	180.88	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.02	7	340.54	104	327.44	327.44	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	5	276.93	220	125.88	125.88	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 10, 2018, 5:00:00 AM	5669	12	467	187.21	187.21	N
October 03, 2018, 5:00:00 AM	2823	5	549	218.3	218.3	N
September 26, 2018, 5:00:00 AM	3841	6	641	253.3	253.3	N
September 19, 2018, 5:00:00 AM	0	0	0	0	0	Y
September 05, 2018, 5:00:00 AM	2114	5	422	194.65	194.65	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 17, 2018, 10:49:18 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: October 17, 2018, 10:49:18 PM

AMZ-BRY000677

Acknowledged by associate on October 15, 2018, 1:47:13 AM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan,Colleen (NA7-1800)
Created On: October 15, 2018, 1:47:13 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	19	October 03, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	5.81	1525	262.52	160	164.07	164.07	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	4.03	2161	535.56	307	174.45	174.45	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	0.1	63	626.52	239	262.14	262.14	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	2.51	883	351.48	171	205.54	205.54	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	2.63	1940	737.56	320	230.49	230.49	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 03, 2018, 5:00:00 AM	2823	5	549	218.3	218.3	N
September 26, 2018, 5:00:00 AM	3841	6	641	253.3	253.3	N
September 19, 2018, 5:00:00 AM	0	0	0	0	0	Y
September 05, 2018, 5:00:00 AM	2114	5	422	194.65	194.65	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 15, 2018, 1:47:13 AM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: October 15, 2018, 1:47:13 AM

AMZ-BRY000678

Acknowledged by associate on October 15, 2018, 1:47:19 AM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan,Colleen (NA7-1800)
Created On: October 15, 2018, 1:47:19 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	19	October 03, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	5.81	1525	262.52	160	164.07	164.07	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	4.03	2161	535.56	307	174.45	174.45	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	0.1	63	626.52	239	262.14	262.14	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	2.51	883	351.48	171	205.54	205.54	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	2.63	1940	737.56	320	230.49	230.49	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 03, 2018, 5:00:00 AM	3749	10	377	169.28	169.28	N
September 26, 2018, 5:00:00 AM	0	0	0	0	0	Y
September 19, 2018, 5:00:00 AM	3572	9	391	209.66	209.66	N
September 12, 2018, 5:00:00 AM	3983	10	405	185.51	185.51	N
September 05, 2018, 5:00:00 AM	10496	25	422	190.06	211.18	N
August 29, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 15, 2018, 1:47:19 AM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: October 15, 2018, 1:47:19 AM

AMZ-BRY000679

Acknowledged by associate on October 03, 2018, 7:31:04 PM - Delivered by Puzio,Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: October 03, 2018, 7:31:04 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	18	September 26, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	2.57	694	269.98	160	168.74	168.74	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	1.19	597	501.33	307	163.3	163.3	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	0.12	40	328.77	105	313.11	313.11	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	2.51	1075	428.62	171	250.65	250.65	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	3.41	2724	798.31	320	249.47	249.47	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.07	39	533.84	104	513.31	513.31	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0	3	1200	220	545.45	545.45	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 26, 2018, 5:00:00 AM	3841	6	641	253.3	253.3	N
September 19, 2018, 5:00:00 AM	0	0	0	0	0	Y
September 05, 2018, 5:00:00 AM	2114	5	422	194.65	194.65	N
August 22, 2018, 5:00:00 AM	4485	10	449	186.87	186.87	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 03, 2018, 7:31:04 PM

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: October 03, 2018, 7:31:04 PM

AMZ-BRY000680

Acknowledged by associate on September 26, 2018, 8:56:26 PM - Delivered by Puzio,Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan, Colleen (NA7-1800)

Created On: September 26, 2018, 8:56:26 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	17	September 19, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	6.06	1929	318.33	145	219.54	219.54	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	2.52	1496	594.7	307	193.71	193.71	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	0.3	69	227.06	105	216.24	216.24	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	0.26	78	300.64	239	125.79	125.79	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	0.18	70	391.91	145	270.28	270.28	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	0.34	282	817.39	320	255.43	255.43	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 19, 2018, 5:00:00 AM	3572	9	391	209.66	209.66	N
September 12, 2018, 5:00:00 AM	3983	10	405	185.51	185.51	N
September 05, 2018, 5:00:00 AM	10496	25	422	190.06	211.18	N
August 29, 2018, 5:00:00 AM	0	0	0	0	0	Y
August 22, 2018, 5:00:00 AM	8493	20	425	188.73	213.53	N
August 15, 2018, 5:00:00 AM	8478	24	360	177.4	208.71	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 26, 2018, 8:56:26 PM

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: September 26, 2018, 8:56:26 PM

AMZ-BRY000681

Acknowledged by associate on September 19, 2018, 8:05:00 PM - Delivered by Puzio,Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan, Colleen (NA7-1800)

Created On: September 19, 2018, 8:05:00 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	16	September 12, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	4.85	1448	298.32	145	205.74	205.74	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	4.98	2535	509.01	307	165.8	165.8	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 12, 2018, 5:00:00 AM	3983	10	405	185.51	185.51	N
September 05, 2018, 5:00:00 AM	10496	25	422	190.06	211.18	N
August 29, 2018, 5:00:00 AM	0	0	0	0	0	Y
August 22, 2018, 5:00:00 AM	8493	20	425	188.73	213.53	N
August 15, 2018, 5:00:00 AM	8478	24	360	177.4	208.71	N
August 08, 2018, 5:00:00 AM	3927	10	391	178.82	210.38	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 19, 2018, 8:05:00 PM

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: September 19, 2018, 8:05:00 PM

AMZ-BRY000682

Acknowledged by associate on September 12, 2018, 8:06:42 PM - Delivered by Puzio,Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: September 12, 2018, 8:06:42 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	14	August 29, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	12.27	3597	293.05	145	202.1	224.56	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	12.6	6895	547.34	307	178.29	198.1	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.01	2	378.95	105	360.9	401	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 3	0.01	2	327.27	239	136.93	152.15	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	2.52	774	307.21	145	211.87	211.87	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	2.35	1304	555.09	320	173.47	173.47	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.14	36	248.28	104	238.73	238.73	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 05, 2018, 5:00:00 AM	2114	5	422	194.65	194.65	N
August 22, 2018, 5:00:00 AM	4485	10	449	186.87	186.87	N
August 15, 2018, 5:00:00 AM	0	0	0	0	0	Y
August 08, 2018, 5:00:00 AM	6590	18	371	166.96	166.96	N
August 01, 2018, 5:00:00 AM	13896	37	376	184.69	184.69	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 12, 2018, 8:06:42 PM

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: September 12, 2018, 8:06:42 PM

AMZ-BRY000683

Acknowledged by associate on September 12, 2018, 8:07:02 PM - Delivered by Puzio,Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan,Colleen (NA7-1800)

Created On: September 12, 2018, 8:07:02 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	14	August 29, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	12.27	3597	293.05	145	202.1	224.56	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	12.6	6895	547.34	307	178.29	198.1	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.01	2	378.95	105	360.9	401	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 3	0.01	2	327.27	239	136.93	152.15	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	2.52	774	307.21	145	211.87	211.87	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	2.35	1304	555.09	320	173.47	173.47	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.14	36	248.28	104	238.73	238.73	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 05, 2018, 5:00:00 AM	10496	25	422	190.06	211.18	N
August 29, 2018, 5:00:00 AM	0	0	0	0	0	Y
August 22, 2018, 5:00:00 AM	8493	20	425	188.73	213.53	N
August 15, 2018, 5:00:00 AM	8478	24	360	177.4	208.71	N
August 08, 2018, 5:00:00 AM	3927	10	391	178.82	210.38	N
August 01, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 12, 2018, 8:07:02 PM

Manager Signature: Acknowledged by Puzio,Krystian (BadgID: 0105209)

Date: September 12, 2018, 8:07:02 PM

AMZ-BRY000684

Acknowledged by associate on August 29, 2018, 11:46:03 PM - Delivered by Puzio, Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan, Colleen (NA7-1800)

Created On: August 29, 2018, 11:46:03 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	12	August 22, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	4.18	1305	312.49	145	215.51	253.54	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	5	1336	267.44	145	184.44	204.93	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	1.2	711	592.09	307	192.86	226.9	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	9.32	5013	537.72	307	175.15	194.61	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.08	31	395.74	105	376.9	443.41	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.08	26	330.74	105	314.99	349.99	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.04	22	569.78	239	238.4	280.47	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 3	0.08	49	586.05	239	245.21	272.45	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	4.26	1227	287.75	145	198.45	198.45	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.71	3257	570.35	320	178.23	178.23	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.01	1	189.47	104	182.19	182.19	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 22, 2018, 5:00:00 AM	4485	10	449	186.87	186.87	N
August 15, 2018, 5:00:00 AM	0	0	0	0	0	Y
August 08, 2018, 5:00:00 AM	6590	18	371	166.96	166.96	N
August 01, 2018, 5:00:00 AM	13896	37	376	184.69	184.69	N
July 25, 2018, 5:00:00 AM	6664	18	375	173.04	173.04	N
July 18, 2018, 5:00:00 AM	10803	30	360	173.37	173.37	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 29, 2018, 11:46:03 PM

AMZ-BRY000685

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: August 29, 2018, 11:46:03 PM

AMZ-BRY000686

Acknowledged by associate on August 29, 2018, 11:46:17 PM - Delivered by Puzio, Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Phelan, Colleen (NA7-1800)

Created On: August 29, 2018, 11:46:17 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	12	August 22, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	4.18	1305	312.49	145	215.51	253.54	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	5	1336	267.44	145	184.44	204.93	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	1.2	711	592.09	307	192.86	226.9	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	9.32	5013	537.72	307	175.15	194.61	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.08	31	395.74	105	376.9	443.41	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.08	26	330.74	105	314.99	349.99	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.04	22	569.78	239	238.4	280.47	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 3	0.08	49	586.05	239	245.21	272.45	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	4.26	1227	287.75	145	198.45	198.45	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	5.71	3257	570.35	320	178.23	178.23	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.01	1	189.47	104	182.19	182.19	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 22, 2018, 5:00:00 AM	8493	20	425	188.73	213.53	N
August 15, 2018, 5:00:00 AM	8478	24	360	177.4	208.71	N
August 08, 2018, 5:00:00 AM	3927	10	391	178.82	210.38	N
August 01, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 25, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 18, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 29, 2018, 11:46:17 PM

AMZ-BRY000687

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: August 29, 2018, 11:46:17 PM

AMZ-BRY000688

Acknowledged by associate on August 23, 2018, 1:07:44 AM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan, Colleen (NA7-1800)
 Created On: August 23, 2018, 1:07:44 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	11	August 15, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	12.31	3332	270.6	145	186.62	219.55	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	8.92	4530	508.08	307	165.5	194.71	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	1.44	270	187.5	105	178.57	210.08	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.87	346	398.98	239	166.94	196.39	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	1.58	393	248.04	145	171.06	171.06	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	1.02	594	579.51	320	181.1	181.1	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.07	21	294.16	104	282.85	282.85	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.07	54	777.6	220	353.45	353.45	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 15, 2018, 5:00:00 AM	8478	24	360	177.4	208.71	N
August 08, 2018, 5:00:00 AM	3927	10	391	178.82	210.38	N
August 01, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 25, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 18, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 11, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 23, 2018, 1:07:44 AM

Manager Signature: Acknowledged by Mongno,Emalee (BadgelD: 11347452)

Date: August 23, 2018, 1:07:44 AM

AMZ-BRY000689

Acknowledged by associate on August 15, 2018, 9:36:30 PM - Delivered by Puzio,Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan, Colleen (NA7-1800)
 Created On: August 15, 2018, 9:36:30 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	9	August 08, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 1	2.55	780	306.12	145	211.11	301.59	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	5.13	1399	272.69	145	188.07	221.25	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 1	2.32	1308	563.25	307	183.47	262.1	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	4.84	2496	515.35	307	167.87	197.49	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 1	0.17	59	338.22	105	322.11	460.16	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.04	11	309.37	105	294.64	346.64	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 1	0.25	133	526.15	239	220.15	314.5	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.04	21	517.81	239	216.66	254.89	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	9.87	2391	242.19	145	167.03	167.03	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.68	4195	546.18	320	170.68	170.68	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.2	4	20.14	104	19.37	19.37	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 08, 2018, 5:00:00 AM	6590	18	371	166.96	166.96	N
August 01, 2018, 5:00:00 AM	13896	37	376	184.69	184.69	N
July 25, 2018, 5:00:00 AM	6664	18	375	173.04	173.04	N
July 18, 2018, 5:00:00 AM	10803	30	360	173.37	173.37	N
July 11, 2018, 5:00:00 AM	10156	29	354	167.36	167.36	N
July 04, 2018, 5:00:00 AM	6907	22	310	156.46	156.46	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 15, 2018, 9:36:30 PM

AMZ-BRY000691

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: August 15, 2018, 9:36:30 PM

AMZ-BRY000692

Acknowledged by associate on August 15, 2018, 9:37:48 PM - Delivered by Puzio,Krystian (puziok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan, Colleen (NA7-1800)
 Created On: August 15, 2018, 9:37:48 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	9	August 08, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 1	2.55	780	306.12	145	211.11	301.59	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	5.13	1399	272.69	145	188.07	221.25	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 1	2.32	1308	563.25	307	183.47	262.1	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	4.84	2496	515.35	307	167.87	197.49	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 1	0.17	59	338.22	105	322.11	460.16	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.04	11	309.37	105	294.64	346.64	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 1	0.25	133	526.15	239	220.15	314.5	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.04	21	517.81	239	216.66	254.89	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	9.87	2391	242.19	145	167.03	167.03	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.68	4195	546.18	320	170.68	170.68	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.2	4	20.14	104	19.37	19.37	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 08, 2018, 5:00:00 AM	3927	10	391	178.82	210.38	N
August 01, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 25, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 18, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 11, 2018, 5:00:00 AM	0	0	0	0	0	Y
July 04, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 15, 2018, 9:37:48 PM

AMZ-BRY000693

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: August 15, 2018, 9:37:48 PM

AMZ-BRY000694

Acknowledged by associate on August 08, 2018, 10:35:34 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan,Colleen (NA7-1800)
Created On: August 08, 2018, 10:35:34 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	8	August 01, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	22.55	6391	283.45	145	195.48	195.48	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	13.97	7383	528.65	320	165.2	165.2	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.36	98	272.22	104	261.75	261.75	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.05	24	445.36	220	202.44	202.44	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 01, 2018, 5:00:00 AM	13896	37	376	184.69	184.69	N
July 25, 2018, 5:00:00 AM	6664	18	375	173.04	173.04	N
July 18, 2018, 5:00:00 AM	10803	30	360	173.37	173.37	N
July 11, 2018, 5:00:00 AM	10156	29	354	167.36	167.36	N
July 04, 2018, 5:00:00 AM	6907	22	310	156.46	156.46	N
June 27, 2018, 5:00:00 AM	6829	20	344	167.08	167.08	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 08, 2018, 10:35:34 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: August 08, 2018, 10:35:34 PM

AMZ-BRY000695

Acknowledged by associate on August 01, 2018, 10:58:34 PM - Delivered by Franc,Alex (francale)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan,Colleen (NA7-1800)
 Created On: August 01, 2018, 10:58:34 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	7	July 25, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 1	3.02	687	227.42	145	156.84	224.06	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 1	1.9	856	451.58	307	147.1	210.14	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 1	0.02	3	140.26	105	133.58	190.83	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 1	0.07	26	347.96	239	145.59	207.98	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	9.88	2610	264.16	145	182.18	182.18	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.85	4032	513.85	320	160.58	160.58	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.04	16	360	104	346.15	346.15	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	6	348.39	220	158.36	158.36	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 25, 2018, 5:00:00 AM	6664	18	375	173.04	173.04	N
July 18, 2018, 5:00:00 AM	10803	30	360	173.37	173.37	N
July 11, 2018, 5:00:00 AM	10156	29	354	167.36	167.36	N
July 04, 2018, 5:00:00 AM	6907	22	310	156.46	156.46	N
June 27, 2018, 5:00:00 AM	6829	20	344	167.08	167.08	N
June 20, 2018, 5:00:00 AM	10118	35	288	142.39	148.58	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 01, 2018, 10:58:34 PM

Manager Signature: Acknowledged by Franc,Alex (BadgeID: 11353913)

Date: August 01, 2018, 10:58:34 PM

AMZ-BRY000696

AMZ-BRY000697

Acknowledged by associate on July 25, 2018, 10:38:57 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan,Colleen (NA7-1800)
 Created On: July 25, 2018, 10:38:57 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	6	July 18, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 1	4.72	1074	227.76	145	157.07	224.39	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 1	6.22	2744	441.1	307	143.68	205.26	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 1	0.04	6	163.64	105	155.84	222.63	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 1	0.01	4	351.22	239	146.95	209.93	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	18.53	4846	261.52	145	180.36	180.36	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	11.43	5946	520.01	320	162.5	162.5	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.04	3	82.44	104	79.27	79.27	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.03	8	257.14	220	116.88	116.88	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 18, 2018, 5:00:00 AM	10803	30	360	173.37	173.37	N
July 11, 2018, 5:00:00 AM	10156	29	354	167.36	167.36	N
July 04, 2018, 5:00:00 AM	6907	22	310	156.46	156.46	N
June 27, 2018, 5:00:00 AM	6829	20	344	167.08	167.08	N
June 20, 2018, 5:00:00 AM	10118	35	288	142.39	148.58	N
June 13, 2018, 5:00:00 AM	7699	32	239	127.28	145.85	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 25, 2018, 10:38:57 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: July 25, 2018, 10:38:57 PM

AMZ-BRY000698

AMZ-BRY000699

Acknowledged by associate on July 18, 2018, 9:07:05 PM - Delivered by Gonzalez,Luis (golis)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan, Colleen (NA7-1800)
Created On: July 18, 2018, 9:07:05 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	5	July 11, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 1	6.35	1273	200.45	145	138.24	197.49	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 1	3.38	1443	427.49	320	133.59	190.84	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 1	0.06	7	126.63	105	120.6	172.29	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 1	0.02	6	378.95	239	158.56	226.51	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	17.24	4199	243.55	145	167.97	167.97	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	11.24	5878	522.85	320	163.39	163.39	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.21	70	341	104	327.89	327.89	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.02	9	514.29	220	233.77	233.77	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 11, 2018, 5:00:00 AM	10156	29	354	167.36	167.36	N
July 04, 2018, 5:00:00 AM	6907	22	310	156.46	156.46	N
June 27, 2018, 5:00:00 AM	6829	20	344	167.08	167.08	N
June 20, 2018, 5:00:00 AM	10118	35	288	142.39	148.58	N
June 13, 2018, 5:00:00 AM	7699	32	239	127.28	145.85	N
June 06, 2018, 5:00:00 AM	9362	30	313	155.42	182.84	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 18, 2018, 9:07:05 PM

Manager Signature: Acknowledged by Gonzalez,Luis (BadgeID: 11141397)

Date: July 18, 2018, 9:07:05 PM

AMZ-BRY000700

AMZ-BRY000701

Acknowledged by associate on July 12, 2018, 12:04:00 AM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan,Colleen (NA7-1800)
 Created On: July 12, 2018, 12:04:01 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	July 04, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 1	3.28	739	225.13	145	155.26	221.81	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 1	1.71	775	451.97	320	141.24	201.77	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	15.6	3491	223.75	145	154.31	154.31	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	6.54	3382	517.48	320	161.71	161.71	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.09	13	139.7	104	134.33	134.33	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.05	21	402.13	220	182.79	182.79	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 04, 2018, 5:00:00 AM	6907	22	310	156.46	156.46	N
June 27, 2018, 5:00:00 AM	6829	20	344	167.08	167.08	N
June 20, 2018, 5:00:00 AM	10118	35	288	142.39	148.58	N
June 13, 2018, 5:00:00 AM	7699	32	239	127.28	145.85	N
June 06, 2018, 5:00:00 AM	9362	30	313	155.42	182.84	N
May 30, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 12, 2018, 12:04:00 AM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: July 12, 2018, 12:04:00 AM

AMZ-BRY000702

Acknowledged by associate on July 05, 2018, 1:06:54 AM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan,Colleen (NA7-1800)
Created On: July 05, 2018, 1:06:54 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	June 27, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	12.44	3099	249.03	145	171.74	171.74	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	7.18	3701	515.1	320	160.97	160.97	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	0.21	23	108.66	104	104.48	104.48	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	0.02	6	284.21	220	129.19	129.19	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 27, 2018, 5:00:00 AM	6829	20	344	167.08	167.08	N
June 20, 2018, 5:00:00 AM	10118	35	288	142.39	148.58	N
June 13, 2018, 5:00:00 AM	7699	32	239	127.28	145.85	N
June 06, 2018, 5:00:00 AM	9362	30	313	155.42	182.84	N
May 30, 2018, 5:00:00 AM	0	0	0	0	0	Y
May 23, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 05, 2018, 1:06:54 AM

Manager Signature: Acknowledged by Phelan,Colleen (BadgelD: 12266208)

Date: July 05, 2018, 1:06:54 AM

AMZ-BRY000703

Acknowledged by associate on June 27, 2018, 10:50:59 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan,Colleen (NA7-1800)
 Created On: June 27, 2018, 10:50:59 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	June 20, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 1	0.66	159	241.52	145	166.56	237.95	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 1	0.51	273	537.93	320	168.1	240.15	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	10.21	1903	186.4	145	128.55	142.84	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	13.18	2714	205.91	145	142	142	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	4.35	2003	460.81	320	144	160	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	6.18	3269	529.23	320	165.38	165.38	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.2	18	91.01	104	87.51	97.23	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	0.75	109	145.12	104	139.54	139.54	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	0.25	102	403.52	220	183.42	183.42	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 20, 2018, 5:00:00 AM	10118	35	288	142.39	148.58	N
June 13, 2018, 5:00:00 AM	7699	32	239	127.28	145.85	N
June 06, 2018, 5:00:00 AM	9362	30	313	155.42	182.84	N
May 30, 2018, 5:00:00 AM	0	0	0	0	0	Y
May 23, 2018, 5:00:00 AM	0	0	0	0	0	Y
May 16, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 27, 2018, 10:50:59 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: June 27, 2018, 10:50:59 PM

AMZ-BRY000704

AMZ-BRY000705

Acknowledged by associate on June 20, 2018, 10:28:29 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan,Colleen (NA7-1800)
 Created On: June 20, 2018, 10:28:29 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	June 13, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	12.93	2247	173.79	145	119.86	141.01	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	11.1	2045	184.18	145	127.02	141.13	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	3.81	1785	468.78	320	146.49	172.34	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	2.93	1415	483.58	320	151.12	167.91	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.82	40	48.91	104	47.03	55.33	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.26	42	162.41	104	156.16	173.51	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.13	68	505.79	220	229.9	270.47	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 3	0.2	57	285	220	129.55	143.94	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 13, 2018, 5:00:00 AM	7699	32	239	127.28	145.85	N
June 06, 2018, 5:00:00 AM	9362	30	313	155.42	182.84	N
May 30, 2018, 5:00:00 AM	0	0	0	0	0	Y
May 23, 2018, 5:00:00 AM	0	0	0	0	0	Y
May 16, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 20, 2018, 10:28:29 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: June 20, 2018, 10:28:29 PM

AMZ-BRY000706

Acknowledged by associate on June 13, 2018, 9:40:38 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Sheola,Brian (NA7-1800)
Created On: June 13, 2018, 9:40:38 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 2	19.65	4492	228.62	145	157.67	185.49	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 2	10.01	4808	480.2	320	150.06	176.54	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 2	0.21	45	212.6	104	204.42	240.5	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 2	0.06	17	302.97	220	137.71	162.02	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 06, 2018, 5:00:00 AM	9362	30	313	155.42	182.84	N
May 30, 2018, 5:00:00 AM	0	0	0	0	0	Y
May 23, 2018, 5:00:00 AM	0	0	0	0	0	Y
May 16, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 13, 2018, 9:40:38 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: June 13, 2018, 9:40:38 PM

AMZ-BRY000707

Acknowledged by associate on September 06, 2019, 3:43:52 AM - Delivered by Norton,Michael (nortonmi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Norton,Michael (RT884-4)

Created On: September 06, 2019, 3:43:52 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	44	August 14, 2019
Verbal Positive	4	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 5	14.95	3489	233.34	132	176.77	176.77	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 5	8.94	4290	479.52	283	169.44	169.44	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 5	1.09	236	216.45	85	254.65	254.65	N
Stow to Prime	Stow Each Nike Light NikeStow Small EACH	Level 5	0.51	273	531.81	245	217.06	217.06	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 28, 2019, 5:00:00 AM	8288	26	325	178.34	178.34	N
August 21, 2019, 5:00:00 AM	3807	11	357	174.07	174.07	Y
August 14, 2019, 5:00:00 AM	1481	6	255	158.66	158.66	Y
August 07, 2019, 5:00:00 AM	2392	7	325	169.98	169.98	N
July 31, 2019, 5:00:00 AM	1411	5	277	160.94	160.94	N
July 24, 2019, 5:00:00 AM	2526	6	440	198.22	198.22	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 06, 2019, 3:43:52 AM

Manager Signature: Acknowledged by Norton,Michael (BadgelD: 0014429)

Date: September 06, 2019, 3:43:52 AM

AMZ-BRY000708

Acknowledged by associate on April 19, 2019, 2:17:51 AM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: April 19, 2019, 2:17:51 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	46	April 03, 2019, 5:00:00 AM
Documented Positive	13	April 10, 2019, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	8353	650	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 10, 2019	8353	0	0	100	No
April 03, 2019	10090	0	0	100	No
March 27, 2019	10459	2	191.22	70.58	No
March 20, 2019	7618	0	0	100	No
March 13, 2019	9624	0	0	100	No
March 06, 2019	4074	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 19, 2019, 2:17:51 AM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: April 19, 2019, 2:17:51 AM

AMZ-BRY000709

Acknowledged by associate on April 11, 2019, 10:01:46 PM - Delivered by Malone,Sade (sadmallon)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Raslan, Farah (RT677)
 Created On: April 11, 2019, 10:01:46 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	46	April 03, 2019, 5:00:00 AM
Documented Positive	12	March 20, 2019, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	10090	650	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 03, 2019	10090	0	0	100	No
March 27, 2019	10459	2	191.22	70.58	No
March 20, 2019	7618	0	0	100	No
March 13, 2019	9624	0	0	100	No
March 06, 2019	4074	0	0	100	No
February 27, 2019	13158	1	75.99	83.11	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 11, 2019, 10:01:46 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: April 11, 2019, 10:01:46 PM

AMZ-BRY000710

Acknowledged by associate on March 21, 2019, 9:38:18 PM - Delivered by Malone,Sade (sadmallon)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: March 21, 2019, 9:38:18 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	44	March 13, 2019, 5:00:00 AM
Documented Positive	11	February 27, 2019, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	9624	650	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 13, 2019	9624	0	0	100	No
March 06, 2019	4074	0	0	100	No
February 27, 2019	13158	1	75.99	83.11	No
February 20, 2019	9432	0	0	100	No
February 13, 2019	13710	0	0	100	No
February 06, 2019	10089	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 21, 2019, 9:38:18 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: March 21, 2019, 9:38:18 PM

AMZ-BRY000711

Acknowledged by associate on March 01, 2019, 2:15:30 AM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Raslan, Farah (RT677)
 Created On: March 01, 2019, 2:15:30 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Documented Positive	10	February 20, 2019, 5:00:00 AM
Verbal Positive	41	February 13, 2019, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	9432	450	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 20, 2019	9432	0	0	100	No
February 13, 2019	13710	0	0	100	No
February 06, 2019	10089	0	0	100	No
January 30, 2019	11368	0	0	100	No
January 23, 2019	6086	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 01, 2019, 2:15:30 AM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: March 01, 2019, 2:15:30 AM

AMZ-BRY000712

Acknowledged by associate on February 22, 2019, 12:39:20 AM - Delivered by Raslan, Farah (rasfarah)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Raslan, Farah (RT677)
Created On: February 22, 2019, 12:39:20 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	41	February 13, 2019, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Documented Positive	9	February 13, 2019, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	758	850	1000	Yes
Stow	-	0	13710	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 13, 2019	13710	0	0	100	No
February 06, 2019	10089	0	0	100	No
January 30, 2019	11368	0	0	100	No
January 23, 2019	6086	0	0	100	No
January 09, 2019	2016	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 22, 2019, 12:39:20 AM

Manager Signature: Acknowledged by Raslan, Farah (BadgeID: 11728952)

Date: February 22, 2019, 12:39:20 AM

AMZ-BRY000713

Acknowledged by associate on February 15, 2019, 2:02:21 AM - Delivered by Sy,Duncan (sydunca)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: February 15, 2019, 2:02:21 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Documented Positive	8	February 06, 2019, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Verbal Positive	41	February 13, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	2861	850	1000	No
Stow	-	0	10089	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 06, 2019	10089	0	0	100	No
January 30, 2019	11368	0	0	100	No
January 23, 2019	6086	0	0	100	No
January 09, 2019	2016	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 15, 2019, 2:02:21 AM

Manager Signature: Acknowledged by Sy,Duncan (BadgeID: 11962818)

Date: February 15, 2019, 2:02:21 AM

AMZ-BRY000714

Acknowledged by associate on February 07, 2019, 7:44:09 PM - Delivered by Dennis,Chris J (chrdenni)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: February 07, 2019, 7:44:09 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	7	January 16, 2019, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Verbal Positive	39	January 30, 2019, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	1029	850	1000	No
Stow	-	0	11368	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 30, 2019	11368	0	0	100	No
January 23, 2019	6086	0	0	100	No
January 09, 2019	2016	0	0	100	No

Associate Comments

[REDACTED] is an all-star AA! He was the #1 Quality IB AA last week for the entire LGA7/8 IB. He is consistently at or near the very top in performance and is valued AA w/in IB BHN team.

Associate Signature: Acknowledged by [REDACTED]

Date: February 07, 2019, 7:44:09 PM

Manager Signature: Acknowledged by Dennis,Chris J (BadgeID: 11789762)

Date: February 07, 2019, 7:44:09 PM

AMZ-BRY000715

Acknowledged by associate on January 16, 2019, 11:54:56 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Mercer,Joshua (NA7-1800)
Created On: January 16, 2019, 11:54:56 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Documented Positive	6	December 12, 2018, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Positive	36	January 09, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	8387	850	1000	No
Stow	-	0	2016	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 09, 2019	8387	0	0	100	No
January 02, 2019	7147	2	279.83	67.07	No
December 26, 2018	3444	0	0	100	No
December 19, 2018	12696	0	0	100	No
December 12, 2018	7951	1	125.77	85.2	No
December 05, 2018	11446	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 16, 2019, 11:54:56 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgeID: 11347452)

Date: January 16, 2019, 11:54:56 PM

AMZ-BRY000716

AMZ-BRY000717

Acknowledged by associate on December 12, 2018, 10:36:45 PM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan, Colleen (NA7-1800)
Created On: December 12, 2018, 10:36:45 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	32	December 05, 2018, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Documented Positive	5	December 05, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	11446	850	1000	No
Stow	-	0	4684	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
December 05, 2018	11446	0	0	100	No
November 28, 2018	9665	0	0	100	No
November 21, 2018	2741	3	1094.49	-28.77	Yes
November 14, 2018	1729	1	578.36	31.95	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 12, 2018, 10:36:45 PM

Manager Signature: Acknowledged by Mongno,Emalee (BadgeID: 11347452)

Date: December 12, 2018, 10:36:45 PM

AMZ-BRY000718

Acknowledged by associate on December 06, 2018, 12:03:02 AM - Delivered by Mongno,Emalee (emalem)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan, Colleen (NA7-1800)
Created On: December 06, 2018, 12:03:02 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Positive	31	November 28, 2018, 5:00:00 AM
Documented Positive	4	August 15, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	9665	850	1000	No
Stow	-	0	3273	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
November 28, 2018	9665	0	0	100	No
November 21, 2018	2741	3	1094.49	-28.77	Yes
November 14, 2018	1729	1	578.36	31.95	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 06, 2018, 12:03:02 AM

Manager Signature: Acknowledged by Mongno,Emalee (BadgeID: 11347452)

Date: December 06, 2018, 12:03:02 AM

AMZ-BRY000719

Acknowledged by associate on August 15, 2018, 9:36:02 PM - Delivered by Puzio,Krystian (puzio)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan, Colleen (NA7-1800)
Created On: August 15, 2018, 9:36:02 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Positive	11	August 01, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Documented Positive	3	August 08, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	3247	550	1000	No
Stow	-	0	9694	550	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
August 08, 2018	9694	0	0	100	No
August 01, 2018	10970	0	0	100	No
July 25, 2018	6248	0	0	100	No
July 18, 2018	11538	2	173.34	79.6	No
July 11, 2018	10132	0	0	100	No
July 04, 2018	6277	3	477.93	43.77	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 15, 2018, 9:36:02 PM

Manager Signature: Acknowledged by Puzio,Krystian (BadgeID: 0105209)

Date: August 15, 2018, 9:36:02 PM

AMZ-BRY000720

AMZ-BRY000721

Acknowledged by associate on August 08, 2018, 10:35:39 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan,Colleen (NA7-1800)
Created On: August 08, 2018, 10:35:39 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Verbal Positive	11	August 01, 2018, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Documented Positive	2	July 18, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Shortage	1	1572	550	1000	No
Stow	-	0	10970	550	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
July 31, 2018, 2:48:01 AM	Stow	Shortage	Quantity: 1.0 Location Id: tsX05c90va7 Fc Sku: X000RXK22R Application Name: AFTWatsonService Found Location List: [P-9-A321J866]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
August 01, 2018	10970	0	0	100	No
July 25, 2018	6248	0	0	100	No
July 18, 2018	11538	2	173.34	79.6	No
July 11, 2018	10132	0	0	100	No
July 04, 2018	6277	3	477.93	43.77	No
June 27, 2018	8626	2	231.85	72.72	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 08, 2018, 10:35:39 PM

AMZ-BRY000722

Manager Signature: Acknowledged by Phelan, Colleen (BadgeID: 12266208)

Date: August 08, 2018, 10:35:39 PM

AMZ-BRY000723

Acknowledged by associate on July 18, 2018, 9:06:48 PM - Delivered by Gonzalez,Luis (golis)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Phelan,Colleen (NA7-1800)
Created On: July 18, 2018, 9:06:48 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	1	June 27, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM
Verbal Positive	7	July 11, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	-	0	10132	850

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
July 11, 2018	10132	0	0	100	No
July 04, 2018	6277	3	477.93	43.77	No
June 27, 2018	8626	2	231.85	72.72	No
June 20, 2018	7515	0	0	100	No
June 13, 2018	8102	1	123.42	85.47	No
June 06, 2018	7920	1	126.26	85.14	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 18, 2018, 9:06:48 PM

Manager Signature: Acknowledged by Gonzalez,Luis (BadgeID: 11141397)

Date: July 18, 2018, 9:06:48 PM

AMZ-BRY000724

Acknowledged by associate on June 27, 2018, 10:50:51 PM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Phelan,Colleen (NA7-1800)
 Created On: June 27, 2018, 10:50:51 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Verbal Positive	4	June 20, 2018, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	-	0	432	850
Stow	-	0	7515	850

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
June 20, 2018	7515	0	0	100	No
June 13, 2018	8102	1	123.42	85.47	No
June 06, 2018	7920	1	126.26	85.14	No
May 30, 2018	3267	3	918.27	-8.04	No
May 23, 2018	6009	2	332.83	60.84	No
May 16, 2018	821	2	2436.05	-186.6	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 27, 2018, 10:50:51 PM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: June 27, 2018, 10:50:51 PM

AMZ-BRY000725

Acknowledged by associate on April 25, 2019, 8:35:49 PM - Delivered by Malone,Sade (sadmallon)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]

Manager Name: Raslan, Farah (RT677)

Created On: April 25, 2019, 8:35:49 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Coaching	1	May 23, 2018, 5:00:00 AM
Documented Positive	14	April 17, 2019, 5:00:00 AM
Verbal Positive	46	April 03, 2019, 5:00:00 AM
Documented Coaching	1	June 06, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	11499	650	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 17, 2019	11499	0	0	100	No
April 10, 2019	8353	0	0	100	No
April 03, 2019	10090	0	0	100	No
March 27, 2019	10459	2	191.22	70.58	No
March 20, 2019	7618	0	0	100	No
March 13, 2019	9624	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 25, 2019, 8:35:49 PM

Manager Signature: Acknowledged by Malone,Sade (BadgeID: 11523748)

Date: April 25, 2019, 8:35:49 PM

AMZ-BRY000726

Acknowledged by associate on June 06, 2018, 6:56:35 PM - Delivered by Phelan, Colleen (phelanco)

Supportive Feedback Document Quality Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Phelan, Colleen (NA7-1800)
Created On: June 06, 2018, 6:56:35 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	1	May 30, 2018, 5:00:00 AM
Verbal Coaching	1	May 23, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

You have not met Quality expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Shortage	1	1268	850
Stow	Shortage	3	3267	850

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
May 31, 2018, 2:05:40 AM	Stow	Shortage	Quantity: 1.0 Location Id: csXP24YgFr7 Fc Sku: X0016DHH CZ Application Name: AFTWatsonService Found Location List: [P-7-B196G003]
May 31, 2018, 12:44:53 AM	Stow	Shortage	Quantity: 1.0 Location Id: csXP24mRLTG Fc Sku: X000SOYNF7 Application Name: AFTWatsonService Found Location List: [P-5-B805K962]
May 30, 2018, 8:57:36 PM	Stow	Shortage	Quantity: 3.0 Location Id: csXP24Z4Qw8 Fc Sku: X000KCZ2RP Application Name: AFTWatsonService Found Location List: [P-9-B186G446]
May 30, 2018, 1:43:59 AM	Stow	Shortage	Quantity: 1.0 Location Id: csXP24mRKzx Fc Sku: ZZXR34YYKZ Application Name: AFTWatsonService Found Location List: [P-5-A249K364]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
May 30, 2018	3267	3	918.27	-8.04	No
May 23, 2018	6009	2	332.83	60.84	No
May 16, 2018	821	2	2436.05	-186.6	No

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

AMZ-BRY000727



Associate Signature: Acknowledged by [REDACTED]

Date: June 06, 2018, 6:56:35 PM

Manager Signature: Acknowledged by Phelan, Colleen (BadgeID: 12266208)

Date: June 06, 2018, 6:56:35 PM

AMZ-BRY000728

AMAZON.COM, INC.**CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT**

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's time, ability, attention, and effort to furthering Amazon's best interests and will consult and comply with the Amazon Outside Activities policy for Employee's business or division as it pertains to engaging in outside work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement

prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

3.2 Prevention of Unauthorized Release of Confidential Information. Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

Nothing prohibits Employee from reporting an event that he or she reasonably believes is a legal violation to a law-enforcement agency (such as the Securities and Exchange Commission, Equal Employment Opportunity Commission, or Department of Labor), or from cooperating in an agency investigation. Employee acknowledges that he or she has received notice under the 2016 Defend Trade Secrets Act. First, that he or she will not be held criminally or civilly liable under Federal or State trade secret law for disclosing a trade secret either in confidence to a Federal, State, or Local government official or to an attorney for the purpose of reporting or investigating a suspected legal violation, or under seal in a lawsuit or other court proceeding. And, second, that an individual who pursues a lawsuit for unlawful retaliation against his or her employer for reporting a suspected legal violation may disclose the trade secret to his or her attorney and use the trade secret information in the court proceeding, provided any document containing the trade secret is filed under seal and is not disclosed unless permitted by court order.

3.3 Confidential Information of Third Parties. Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 Return of Confidential Documents. On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 Non-Solicitation. During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.2 Non-Interference. During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

- 7.2 Waiver.** No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.
- 7.3 Governing Law and Jurisdiction.** This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.
- 7.4 Remedies.** Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.
- 7.5 Modification of Restrictions; Severability.** Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.
- 7.6 Survival of Covenants.** The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.
- 7.7 Assignment.** This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.
- 7.8 Entire Agreement.** This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.
- 7.9 Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

- 8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS.** Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).
- 9. EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

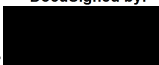
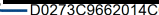
AMAZON.COM, INC.

Signature 

Name: Beth Galetti

Title: Vice President, Human Resources

EMPLOYEE

DocuSigned by:

Signature:  D0273C9662014C0...

Name: 

Date: 5/10/2018



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

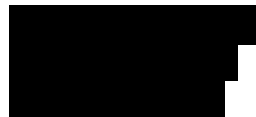
By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



9/22/2019



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is September 22, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



AMZ-BRY000735



5/10/2018

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on May 19, 2018 ("Start Date"). Your salary will be \$13.35 per hour, (\$27,768.00 annualized based on 2,080 hours per year) and a \$0.50 per hour Shift Differential (\$1,040.00 annualized based on 2,080 hours per year), payable Bi-weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Restricted Stock Unit Award

Subject to approval by the Board of Directors of Amazon.com, Inc., you will be granted a restricted stock unit award with respect to 1 shares of Amazon.com, Inc. common stock. Subject to your continued employment with the Company, this award will vest and convert into shares of common stock on the 15th day of the month in which you reach your second anniversary of employment.

Your award will be documented by delivery to you of a Restricted Stock Unit Award Agreement specifying the terms and conditions of the award. You will be eligible for a restricted stock unit grant, based on your performance, in calendar year 2019. Ordinarily this process occurs each April.



AMZ-BRY000736

Department, Manager and Shift

Department: 1299010 LGA7 USA FC Receiving(010)

Manager: Colleen Phelan

Shift Pattern:

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Variable Compensation Pay (VCP)

If you work in a fulfillment center you may be eligible for Variable Pay, a bonus based upon personal and site performance criteria at your location.

Benefits

During the term of your employment, you will be entitled to 401(k), health and welfare, vacation, and other benefits as may be offered by the Company from time to time, subject to eligibility and other terms and conditions stated in the governing documents. Generally you are eligible to enroll in our 401(k) and major medical plans as of the date you start employment, with access to our enrollment system about three business days after your start date. Please refer to the enclosed documents for more information.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). The Company's willingness to grant you the restricted stock unit award referred to above is based in significant part on your commitment to fulfill the obligations specified in the Agreement. Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

AMZ-BRY000737

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

[REDACTED], we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Colleen Phelan
Manager I, Operations

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSigned by:

D0273C9662014C0...

Signature

5/10/2018

Date



AMZ-BRY000738

Acknowledged by associate on November 29, 2018, 12:06:01 AM - Delivered by Phelan,Colleen (phelanco)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Phelan,Colleen (NA7-1800)
Created On: November 29, 2018, 12:06:01 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	June 13, 2018, 8:51:43 AM
Documented Coaching	1	June 20, 2018, 9:00:16 AM

Details of Current Incident/Specific Concerns

"What is Machine Gun Stow? Machine Gun Stow is when an associate has multiple units that may look similar so the associate counts the similar units and hold one Asin and scans all units into a prime location without verify the individual Asin. This cause Asin and quantity to be stowed into a bin. Error Family: Stow Machine Gun Week: 47 Quality Events: 1 DPMO: 623 What is quality DPMO? DPMO stands for Defects per Million Opportunities and is a ratio to determine where your performance falls as compared to other associates in the building. This ratio allows for all associates to be evaluated by the same measure. How do we calculate DPMO? The number of defects caused by user error and divide that by the total number of units processed. For example, if I processed 5,000 packages yesterday and made 10 defects, my DPMO would be 2,000. "

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 29, 2018, 12:06:01 AM

Manager Signature: Acknowledged by Phelan,Colleen (BadgeID: 12266208)

Date: November 29, 2018, 12:06:01 AM

AMZ-BRY000739

Executive Summary

On 4.6.2020, a small protest occurred at JFK8 in Staten Island, NY. During the protest, at least three AAs came into our parking lot with a bullhorn to verbally protest and engage with working AAs while on their lunch break. A verbal altercation occurred between AA Gerald Bryson (T1), who was participating in the protest, and AA Dmitra Evans (T1) when she defended Amazon. By his own admission, Bryson escalated the altercation by calling Evans a “bitch” on the bullhorn and accusing her of drug use. Evans admits to responding with “your mother” before returning into the building as observed by five witnesses, including HR, Sr. Operations and Loss Prevention. Three of the witness statements describe his behavior as “screaming, belligerent, verbally assaulting, and aggressive.” Bryson continued to protest and joined AA Jordan Flowers (T1) on a Facebook Live broadcast where he described the event that had just occurred. He stated, “It got out of hand” when Amazon “sent out a plant” and is hiring “the scum of the earth.” Bryson uses the same language on the video that witnesses state was used during the altercation, but does not name her on the video.

Note: While the NRLA may protect the protest activity that Bryson engaged in, he loses that protection due to this behavior.

Strikes unlawful because of misconduct of strikers. *Strikers who engage in serious misconduct in the course of a strike may be refused reinstatement to their former jobs. This applies to both economic strikers and unfair labor practice strikers. Serious misconduct has been held to include, among other things, violence and threats of violence. Sect 7 NRLA The Right to Strike.*

After review and agreement with Legal, ER, Regional Operations, Senior Ops and HR Leadership, we are in alignment for the termination of AA Gerald Bryson and a Final Written Warning for AA Dmitra Evans.

Text for Termination:**Details of Incident**

The following feedback pertains to Amazon’s Standards of Conduct. Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor is prohibited and classified as a Category 2 violation of the Standards of Conduct. Harassment is unwanted conduct that affects one’s dignity at work. It is personally offensive and creates an intimidating, hostile, degrading, humiliating or offensive work environment. On 4/6/2020, you were reported to be in violation of this policy by making vulgar and derogatory comments towards another employee.

Areas of Improvement

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate abusive, vulgar, or harassing language or behavior. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. These actions result in separation of employment.

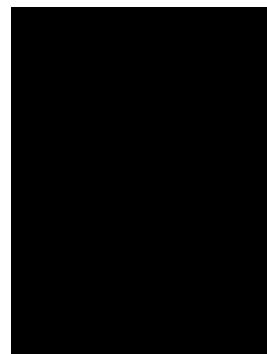
There are 26 cases at JFK8 where similar bullying or harassing behavior resulted in a final written warning or termination. Considering the precedent set by these 26 cases, there are six similar in nature where demeaning words are used that are not of a sexual nature. Four of those resulted in termination and two resulted in a FWW.

Acknowledged by associate on January 13, 2020, 1:00:02 PM - Delivered by Jackson,Tawana She'Ree (jatawana)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Ready,Erin (DA5-0715)
Created On: January 13, 2020, 1:00:02 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. These behaviors are violations of Amazon's Standards of Conduct policy, "Inappropriate Language or Behavior" and is considered a Category 2 violation of the Standards. On 12/23/19 you admitted to bumping past a fellow associate in the main cafeteria break-room and using profanity. As per your witness statement, you stated you called the AA a "Bitch" and told her to "shut the fuck up."

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination. Furthermore, Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 13, 2020, 1:00:02 PM

Manager Signature: Acknowledged by Jackson,Tawana She'Ree (BadgeID: 12780599)

Date: January 13, 2020, 1:00:02 PM

AMZ-BRY000531

Acknowledged by associate on September 09, 2020, 1:48:14 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Behavioral - Documented Coaching

amazon.com

Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0715)

Created On: September 09, 2020, 1:48:14 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	January 13, 2020, 8:34:02 AM

Details of Current Incident/Specific Concerns

On 09/09/20 while at station 2361 at 3:37pm, you were observed using a cell phone outside of an emergency on the FC floor for the second time today, which is a violation of Amazon's Cellular Phone and Electronic Devices policy.

Areas of Improvement Required by Associate

Going forward, you are expected to adhere to the Cell Phone Use Policy and the Personal Electronic Devices policy, which prohibits hourly associates from using cell phones or electronic devices on the FC floor unless they have an emergency. Cell phones and personal electronics may be used during lunch and breaks in non-working areas such as a break room or outside the facility, or if an emergency needs to be attended to in one of those areas. Further behavioral or policy violations may result in additional corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 09, 2020, 1:48:14 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: September 09, 2020, 1:48:14 PM

AMZ-BRY000532

Acknowledged by associate on December 08, 2019, 11:04:38 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Second Written

amazon.com

Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0715)

Created On: December 08, 2019, 11:04:38 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	November 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Pick	RF Pick ItemPicked Total EACH	Level 5	16.7	3882	232.37	301	77.2	77.2
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	11.25	1998	177.51	249	71.29	71.29
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	5.45	1125	206.27	250	82.5	82.5

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 27, 2019, 5:00:00 AM	7005	33	210	76.07	95.85	N
November 20, 2019, 5:00:00 AM	6890	36	192	69.76	98.05	N
November 13, 2019, 5:00:00 AM	7193	38	189	69.47	96.65	Y
November 06, 2019, 5:00:00 AM	5526	29	187	69.45	82.36	N
October 30, 2019, 5:00:00 AM	6780	35	194	70.54	78.47	N
October 23, 2019, 5:00:00 AM	7205	33	217	80.07	74.36	N

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

spoke to aa regarding her write up for productivity - explained that her rate was on at 76% of rate which put her in the bottom 5%. Her highest rate averaged for the week was 217 and goal is 400 - this is her 2nd written within 30 days -therefore it is now a 60 day write up - we spoke on how to help her and we agreed that I will update her every qtr with her rate - pick master coach went to her today as well and she refused the help - aa acknowledged the write up and is aware this is now a 60 day write up - 3rd would be 90 and 4th would be term.

Associate Signature: Acknowledged by [REDACTED]

Date: December 08, 2019, 11:04:38 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: December 08, 2019, 11:04:38 AM

AMZ-BRY000533

Acknowledged by associate on December 01, 2019, 11:10:27 AM - Delivered by Ready,Erin (readyer)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0715)

Created On: December 01, 2019, 11:10:27 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Pick	RF Pick ItemPicked Total EACH	Level 5	17.23	3709	215.18	301	71.48	71.48
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	13.5	2363	174.92	249	70.25	70.25
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	5.2	818	157.01	250	62.8	62.8

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 20, 2019, 5:00:00 AM	6890	36	192	69.76	98.05	N
November 13, 2019, 5:00:00 AM	7193	38	189	69.47	96.65	Y
November 06, 2019, 5:00:00 AM	5526	29	187	69.45	82.36	N
October 30, 2019, 5:00:00 AM	6780	35	194	70.54	78.47	N
October 23, 2019, 5:00:00 AM	7205	33	217	80.07	74.36	N
October 16, 2019, 5:00:00 AM	8693	41	210	76.01	81.35	N

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

spoke to aa regarding her write up for productivity - explained that her rate was on at 69% of rate which put her in the bottom 5%. Her rate averaged out at 279 and goal is 400 - explained 1st written is for 30 days - if productivity happens within that time it goes to a 2nd for 60 days and then a 3rd for 90 days and then the final - aa was receptive to the coaching and understood - i asked her if she had any questions and if she clearly understood and her answer was yes

Associate Signature: Acknowledged by [REDACTED]

Date: December 01, 2019, 11:10:27 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: December 01, 2019, 11:10:27 AM

AMZ-BRY000534

Acknowledged by associate on November 18, 2020, 12:13:58 PM - Delivered by Fabich,Magdalena (fabicm)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Fabich,Magdalena (DA5-0715)
Created On: November 18, 2020, 12:13:58 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	November 27, 2019
Second Written	1	December 04, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
Pick	RF Pick ItemPicked Total EACH	Level 5	5.85	1042	178.01	223	79.82
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	3.88	768	197.71	210	94.14
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	0.61	134	216.51	214	101.17

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 11, 2020, 5:00:00 AM	1042	6	178.0	79.82	97.38086700439453	N
November 04, 2020, 5:00:00 AM	0	0	0.0	0.0	-	Y
October 28, 2020, 5:00:00 AM	1033	5	198.0	88.63	93.54838562011719	N
October 21, 2020, 5:00:00 AM	3606	20	183.0	83.8	96.31132507324219	N
October 14, 2020, 5:00:00 AM	2365	10	246.0	112.1	67.21649169921875	N
October 07, 2020, 5:00:00 AM	9514	37	254.0	116.66	52.968360900878906	N

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 18, 2020, 12:13:58 PM

Manager Signature: Acknowledged by Fabich,Magdalena (BadgelD: 11509595)

Date: November 18, 2020, 12:13:58 PM

AMZ-BRY000535

AMZ-BRY000536

Acknowledged by associate on March 31, 2021, 7:11:58 AM - Delivered by Fabich,Magdalena (fabicm)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
Manager Name: Fabich,Magdalena (DA5-0715)
Created On: March 31, 2021, 7:11:58 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
lcqa	Inaccurate Count	12	1088	5502	1000	No
Pick	Wrong Adjustment	1	2519	178	1000	No
ICQA	-	0	1088	5502	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
March 21, 2021, 5:23:15 PM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-9-C186H702 Work Type: Simple Bin Count Counted Quantity: 7.0 Bin Id: P-9-C186H702 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 9.0 Accurate: 0.0
March 21, 2021, 4:24:19 PM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-8-C267D670 Work Type: Simple Bin Count Counted Quantity: 3.0 Bin Id: P-8-C267D670 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 4.0 Accurate: 0.0
March 21, 2021, 3:58:41 PM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-5-C953B814 Work Type: Simple Bin Count Counted Quantity: 4.0 Bin Id: P-5-C953B814 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 5.0 Accurate: 0.0
March 21, 2021, 3:18:12 PM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-8-C525H613 Work Type: Simple Bin Count Counted Quantity: 15.0 Bin Id: P-8-C525H613 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 14.0 Accurate: 0.0
March 21, 2021, 11:52:54 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-5-B243Z690 Work Type: Simple Bin Count Counted Quantity: 6.0 Bin Id: P-5-B243Z690 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 7.0 Accurate: 0.0

AMZ-BRY000537

March 21, 2021, 9:36:08 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-6-C012W008 Work Type: Simple Bin Count Counted Quantity: 14.0 Bin Id: P-6-C012W008 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 15.0 Accurate: 0.0
March 21, 2021, 9:28:54 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-6-C012W006 Work Type: Simple Bin Count Counted Quantity: 16.0 Bin Id: P-6-C012W006 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 17.0 Accurate: 0.0
March 21, 2021, 9:19:56 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-6-C962G292 Work Type: Simple Bin Count Counted Quantity: 7.0 Bin Id: P-6-C962G292 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 9.0 Accurate: 0.0
March 17, 2021, 9:45:59 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-6-C066G123 Work Type: Simple Bin Count Counted Quantity: 10.0 Bin Id: P-6-C066G123 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 12.0 Accurate: 0.0
March 17, 2021, 9:45:16 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-5-C708B599 Work Type: Simple Bin Count Counted Quantity: 4.0 Bin Id: P-5-C708B599 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 5.0 Accurate: 0.0
March 17, 2021, 9:39:16 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-7-B353Y792 Work Type: Simple Bin Count Counted Quantity: 6.0 Bin Id: P-7-B353Y792 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 7.0 Accurate: 0.0
March 17, 2021, 9:03:13 AM	lcqa	Inaccurate Count	Inaccurate: 1.0 Location Id: P-7-C294G076 Work Type: Simple Bin Count Counted Quantity: 10.0 Bin Id: P-7-C294G076 Application Name: QualityIntelligenceCountDataPipeline Ignored: 0.0 Expected Quantity: 9.0 Accurate: 0.0
March 15, 2021, 12:30:52 PM	Pick	Wrong Adjustment	Location Id: P-6-C692G033 Fc Sku: ZZXX0UID35 Application Name: AFTWatsonService Found Location List: [P-6-C692G033]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 17, 2021	3607	13	3604.1	-102.04	No
March 10, 2021	9788	0	0.0	100.0	No
March 03, 2021	8232	0	0.0	100.0	No
February 24, 2021	7372	0	0.0	100.0	No
February 17, 2021	6492	0	0.0	100.0	No
February 10, 2021	10175	1	98.28	73.36	No

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

AMZ-BRY000538



Associate Signature: Acknowledged by [REDACTED]

Date: March 31, 2021, 7:11:58 AM

Manager Signature: Acknowledged by Fabich, Magdalena (BadgeID: 11509595)

Date: March 31, 2021, 7:11:58 AM

AMZ-BRY000539

AMAZON.COM, INC.

CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and [REDACTED] ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's time, ability, attention, and effort to furthering Amazon's best interests and will consult and comply with the Amazon Outside Activities policy for Employee's business or division as it pertains to engaging in outside work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement

prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

- 3.2 Prevention of Unauthorized Release of Confidential Information.** Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

Nothing prohibits Employee from reporting an event that he or she reasonably believes is a legal violation to a law-enforcement agency (such as the Securities and Exchange Commission, Equal Employment Opportunity Commission, or Department of Labor), or from cooperating in an agency investigation. Employee acknowledges that he or she has received notice under the 2016 Defend Trade Secrets Act. First, that he or she will not be held criminally or civilly liable under Federal or State trade secret law for disclosing a trade secret either in confidence to a Federal, State, or Local government official or to an attorney for the purpose of reporting or investigating a suspected legal violation, or under seal in a lawsuit or other court proceeding. And, second, that an individual who pursues a lawsuit for unlawful retaliation against his or her employer for reporting a suspected legal violation may disclose the trade secret to his or her attorney and use the trade secret information in the court proceeding, provided any document containing the trade secret is filed under seal and is not disclosed unless permitted by court order.

- 3.3 Confidential Information of Third Parties.** Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

- 3.4 Return of Confidential Documents.** On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

- 4.1 Non-Solicitation.** During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

- 4.2 Non-Interference.** During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

- 7.2 Waiver.** No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.
- 7.3 Governing Law and Jurisdiction.** This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.
- 7.4 Remedies.** Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.
- 7.5 Modification of Restrictions; Severability.** Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.
- 7.6 Survival of Covenants.** The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.
- 7.7 Assignment.** This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.
- 7.8 Entire Agreement.** This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.
- 7.9 Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

- 8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS.** Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).
- 9. EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

AMAZON.COM, INC.

Signature 

Name: Beth Galetti

Title: Senior Vice President, Human Resources

EMPLOYEE

Signature: 

Name: 

Date: Aug 22, 2019



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

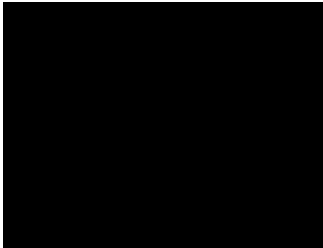
I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



8/21/2019

Amazon.com Services, Inc.
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]:

On behalf of Amazon.com Services, Inc. (the "Company"), I am very pleased to offer you the position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on August 23, 2019 ("Start Date"). Your salary will be \$17.50 per hour, (\$36,400.00 annualized based on 2,080 hours per year) and a \$0.00 per hour Shift Differential (\$0.00 annualized based on 2,080 hours per year), payable Weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Department, Manager and Shift

Department: 1299030 JFK8 USA FC Picking
Manager: Carol Anderson
Shift Pattern:

Your shift or schedule may change in the future. Based on business need, Amazon.com Services, Inc. reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information



AMZ-BRY000546

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Benefits

During the term of your employment, you will be entitled to 401(k), health and welfare, vacation, and other benefits as may be offered by the Company from time to time, subject to eligibility and other terms and conditions stated in the governing documents. Generally you are eligible to enroll in our 401(k) and major medical plans as of the date you start employment, with access to our enrollment system about three business days after your start date. Please refer to the enclosed documents for more information.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

██████, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this



AMZ-BRY000547

Sincerely,

Carol Anderson

ACCEPTANCE

I accept employment with Amazon.com Services, Inc. under the terms set forth in this letter.



Signature

Aug 22, 2019

Date



AMZ-BRY000548

Acknowledged by associate on August 25, 2020, 11:14:06 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0715)

Created On: August 25, 2020, 11:14:06 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	September 05, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2020**, Current UPT Balance is **13**, As of: **August 25, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 25, 2020, 11:14:06 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: August 25, 2020, 11:14:06 AM

AMZ-BRY000549

Acknowledged by associate on September 22, 2019, 10:42:48 AM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DA5-0715)
Created On: September 22, 2019, 10:42:48 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **9**, As of: **September 11, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 22, 2019, 10:42:48 AM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: September 22, 2019, 10:42:48 AM

AMZ-BRY000550

Acknowledged by associate on March 31, 2021, 7:14:54 AM - Delivered by Fabich,Magdalena (fabicm)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Fabich,Magdalena (DA5-0715)
Created On: March 31, 2021, 7:14:54 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	August 25, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2021**, Current UPT Balance is **13**, As of: **March 31, 2021**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 31, 2021, 7:14:54 AM

Manager Signature: Acknowledged by Fabich,Magdalena (BadgelID: 11509595)

Date: March 31, 2021, 7:14:54 AM

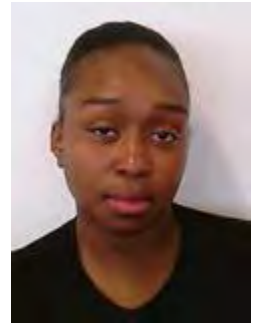
AMZ-BRY000551

Acknowledged by associate on January 13, 2020, 1:00:02 PM - Delivered by Jackson,Tawana She'Ree (jatawana)

Supportive Feedback Document Behavioral - First Written



Associate Name: CHATFIELD,NATASHA B (nchatfie)
Manager Name: Ready,Erin (DA5-0715)
Created On: January 13, 2020, 1:00:02 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. These behaviors are violations of Amazon's Standards of Conduct policy, "Inappropriate Language or Behavior" and is considered a Category 2 violation of the Standards. On 12/23/19 you admitted to bumping past a fellow associate in the main cafeteria break-room and using profanity. As per your witness statement, you stated you called the AA a "Bitch" and told her to "shut the fuck up."

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination. Furthermore, Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism.

Associate Comments

Associate Signature: Acknowledged by CHATFIELD,NATASHA B (BadgeID: 0122712)

Date: January 13, 2020, 1:00:02 PM

Manager Signature: Acknowledged by Jackson,Tawana She'Ree (BadgeID: 12780599)

Date: January 13, 2020, 1:00:02 PM

Acknowledged by associate on February 22, 2021, 2:10:30 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0730)

Created On: February 22, 2021, 2:10:30 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	12	February 10, 2021

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	4300014798 Cyclecount Total Each	Level 4	0.91	141	154.33	80	192.91
IC-QA-CS	4300014819 Simplebincount Total Bins	Level 1	0.7	92	130.34	70	186.2
IC-QA-CS	4300020901 Itemamnestied Total Each	Level 5	12.49	4273	342.07	144	237.55

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
February 10, 2021, 5:00:00 AM	4273	12	342.0	194.36	2.8308823108673096	N
February 03, 2021, 5:00:00 AM	5394	18	301.0	208.74	3.111273765563965	N
January 27, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 20, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 13, 2021, 5:00:00 AM	2020	8	249.0	172.93	18.697708129882812	N
January 06, 2021, 5:00:00 AM	1835	6	325.0	225.46	0.9406657218933105	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 22, 2021, 2:10:30 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: February 22, 2021, 2:10:30 PM

AMZ-BRY001144

Acknowledged by associate on February 15, 2021, 7:34:30 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0730)

Created On: February 15, 2021, 7:34:30 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	11	January 13, 2021

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	4300014798 Cyclecount Total Each	Level 4	4.36	880	201.71	80	252.14
Pick	4300000184 Itempicked Total Each	Level 1	1.2	423	352.17	223	157.92
Pick	4300002523 Itempicked Total Each	Level 1	0.6	227	374.51	210	178.34
Transfer Out Pick	4300002541 Itempicked Total Each	Level 1	0.71	363	504.16	214	235.59
IC-QA-CS	4300014819 Simplebincount Total Bins	Level 1	6.93	1608	231.73	70	331.05
IC-QA-CS	4300020901 Itemamnestied Total Each	Level 5	17.94	5394	300.59	144	208.74

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
February 03, 2021, 5:00:00 AM	5394	18	301.0	208.74	3.111273765563965	N
January 27, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 20, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 13, 2021, 5:00:00 AM	2020	8	249.0	172.93	18.697708129882812	N
January 06, 2021, 5:00:00 AM	1835	6	325.0	225.46	0.9406657218933105	N
December 30, 2020, 5:00:00 AM	0	0	0.0	0.0	-	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 15, 2021, 7:34:30 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: February 15, 2021, 7:34:30 AM

AMZ-BRY001145

Acknowledged by associate on January 17, 2021, 9:29:41 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0715)

Created On: January 17, 2021, 9:29:41 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	12	December 09, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 4	2.78	701	251.35	80	314.19
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 1	4.88	1228	251.16	70	358.81
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	5.65	1835	324.66	144	225.46

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 06, 2021, 5:00:00 AM	1835	6	325.0	225.46	0.9406657218933105	N
December 30, 2020, 5:00:00 AM	0	0	0.0	0.0	-	Y
December 23, 2020, 5:00:00 AM	3038	10	295.0	204.81	1.4174344539642334	N
December 16, 2020, 5:00:00 AM	5963	19	306.0	212.42	0.3870967626571655	N
December 09, 2020, 5:00:00 AM	6320	25	252.0	174.84	4.7043867111206055	N
December 02, 2020, 5:00:00 AM	8382	37	226.0	156.8	1.8393030166625977	N

Associate Comments

11049970

Associate Signature: Acknowledged by [REDACTED]

Date: January 17, 2021, 9:29:41 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: January 17, 2021, 9:29:41 AM

AMZ-BRY001146

Acknowledged by associate on December 14, 2020, 3:33:38 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ready,Erin (DA5-0715)
Created On: December 14, 2020, 3:33:38 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	11	December 02, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 2	4.71	1168	247.6	80	309.5
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	37.12	8382	225.8	144	156.8

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
December 02, 2020, 5:00:00 AM	8382	37	226.0	156.8	1.8393030166625977	N
November 25, 2020, 5:00:00 AM	7699	37	208.0	144.41	6.978297233581543	N
November 18, 2020, 5:00:00 AM	8920	41	217.0	150.83	3.9278130531311035	N
November 11, 2020, 5:00:00 AM	6063	25	244.0	169.77	0.43652236461639404	N
November 04, 2020, 5:00:00 AM	7212	31	231.0	160.11	1.2777150869369507	N
October 28, 2020, 5:00:00 AM	8472	35	240.0	166.92	0.921658992767334	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 14, 2020, 3:33:38 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: December 14, 2020, 3:33:38 PM

AMZ-BRY001147

Acknowledged by associate on December 06, 2020, 1:20:57 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0715)

Created On: December 06, 2020, 1:20:57 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	10	November 25, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 2	1.54	700	452.01	80	565.02
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 1	2.93	284	96.64	70	138.06
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	37.02	7699	207.95	144	144.41

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 25, 2020, 5:00:00 AM	7699	37	208.0	144.41	6.978297233581543	N
November 18, 2020, 5:00:00 AM	8920	41	217.0	150.83	3.9278130531311035	N
November 11, 2020, 5:00:00 AM	6063	25	244.0	169.77	0.43652236461639404	N
November 04, 2020, 5:00:00 AM	7212	31	231.0	160.11	1.2777150869369507	N
October 28, 2020, 5:00:00 AM	8472	35	240.0	166.92	0.921658992767334	N
October 21, 2020, 5:00:00 AM	8015	30	264.0	183.08	0.8483954071998596	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 06, 2020, 1:20:57 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: December 06, 2020, 1:20:57 PM

AMZ-BRY001148

Acknowledged by associate on November 30, 2020, 11:01:39 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ready,Erin (DA5-0715)
Created On: November 30, 2020, 11:01:39 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	9	November 18, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	41.06	8920	217.2	144	150.83

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 18, 2020, 5:00:00 AM	8920	41	217.0	150.83	3.9278130531311035	N
November 11, 2020, 5:00:00 AM	6063	25	244.0	169.77	0.43652236461639404	N
November 04, 2020, 5:00:00 AM	7212	31	231.0	160.11	1.2777150869369507	N
October 28, 2020, 5:00:00 AM	8472	35	240.0	166.92	0.921658992767334	N
October 21, 2020, 5:00:00 AM	8015	30	264.0	183.08	0.8483954071998596	N
October 14, 2020, 5:00:00 AM	7924	33	237.0	155.84	3.470790386199951	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 30, 2020, 11:01:39 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: November 30, 2020, 11:01:39 AM

AMZ-BRY001149

Acknowledged by associate on November 23, 2020, 8:20:09 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ready,Erin (DA5-0715)
Created On: November 23, 2020, 8:20:09 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	8	November 11, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 2	8.01	2260	281.84	80	352.3
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	24.79	6063	244.47	144	169.77

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 11, 2020, 5:00:00 AM	6063	25	244.0	169.77	0.43652236461639404	N
November 04, 2020, 5:00:00 AM	7212	31	231.0	160.11	1.2777150869369507	N
October 28, 2020, 5:00:00 AM	8472	35	240.0	166.92	0.921658992767334	N
October 21, 2020, 5:00:00 AM	8015	30	264.0	183.08	0.8483954071998596	N
October 14, 2020, 5:00:00 AM	7924	33	237.0	155.84	3.470790386199951	N
October 07, 2020, 5:00:00 AM	6395	28	229.0	158.88	4.728048324584961	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 23, 2020, 8:20:09 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: November 23, 2020, 8:20:09 AM

AMZ-BRY001150

Acknowledged by associate on November 11, 2020, 3:26:08 PM - Delivered by Vellanti, Kimberly A (vellantk)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Voght, Toby (DA5-0700)
Created On: November 11, 2020, 3:26:09 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	7	November 04, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 2	6.49	1937	298.21	80	372.77
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 1	0.99	149	149.08	70	212.97
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	31.28	7212	230.56	144	160.11

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 04, 2020, 5:00:00 AM	7212	31	231.0	160.11	1.2777150869369507	N
October 28, 2020, 5:00:00 AM	8472	35	240.0	166.92	0.921658992767334	N
October 21, 2020, 5:00:00 AM	8015	30	264.0	183.08	0.8483954071998596	N
October 14, 2020, 5:00:00 AM	7924	33	237.0	155.84	3.470790386199951	N
October 07, 2020, 5:00:00 AM	6395	28	229.0	158.88	4.728048324584961	N
September 30, 2020, 5:00:00 AM	8406	34	244.0	169.51	3.187251091003418	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 11, 2020, 3:26:08 PM

Manager Signature: Acknowledged by Vellanti, Kimberly A (BadgeID: 11707315)

Date: November 11, 2020, 3:26:08 PM

AMZ-BRY001151

Acknowledged by associate on November 09, 2020, 12:56:30 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Voght,Toby (DA5-0700)
Created On: November 09, 2020, 12:56:30 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	6	October 28, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 2	5.28	1139	215.57	80	269.46
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	35.24	8472	240.37	144	166.92

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
October 28, 2020, 5:00:00 AM	8472	35	240.0	166.92	0.921658992767334	N
October 21, 2020, 5:00:00 AM	8015	30	264.0	183.08	0.8483954071998596	N
October 14, 2020, 5:00:00 AM	7924	33	237.0	155.84	3.470790386199951	N
October 07, 2020, 5:00:00 AM	6395	28	229.0	158.88	4.728048324584961	N
September 30, 2020, 5:00:00 AM	8406	34	244.0	169.51	3.187251091003418	N
September 23, 2020, 5:00:00 AM	7353	28	264.0	181.75	6.274233341217041	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 09, 2020, 12:56:30 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: November 09, 2020, 12:56:30 PM

AMZ-BRY001152

Acknowledged by associate on November 02, 2020, 11:22:58 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Voght,Toby (DA5-0700)
Created On: November 02, 2020, 11:22:58 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	October 14, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
Pick	RF Pick ItemPicked Total EACH	Level 5	3.78	763	201.36	223	90.29
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	0.79	106	133.51	214	62.39
IC-QA-CS	Other Other CycleCount Total EACH	Level 1	5.09	2110	414.51	80	518.14
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	1.71	371	216.53	210	103.11
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	27.13	6684	246.29	144	171.04

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
October 14, 2020, 5:00:00 AM	7924	33	237.0	155.84	3.470790386199951	N
October 07, 2020, 5:00:00 AM	6395	28	229.0	158.88	4.728048324584961	N
September 30, 2020, 5:00:00 AM	8406	34	244.0	169.51	3.187251091003418	N
September 23, 2020, 5:00:00 AM	7353	28	264.0	181.75	6.274233341217041	N
September 16, 2020, 5:00:00 AM	12668	44	287.0	147.28	4.510756492614746	N
September 09, 2020, 5:00:00 AM	12329	40	309.0	132.35	8.950616836547852	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 02, 2020, 11:22:58 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: November 02, 2020, 11:22:58 AM

AMZ-BRY001153

Acknowledged by associate on November 02, 2020, 11:23:45 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Voght,Toby (DA5-0700)
Created On: November 02, 2020, 11:23:45 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	October 14, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 2	8.65	1708	197.28	80	246.6
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	30.4	8015	263.64	144	183.08

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
October 21, 2020, 5:00:00 AM	8015	30	264.0	183.08	0.8483954071998596	N
October 14, 2020, 5:00:00 AM	7924	33	237.0	155.84	3.470790386199951	N
October 07, 2020, 5:00:00 AM	6395	28	229.0	158.88	4.728048324584961	N
September 30, 2020, 5:00:00 AM	8406	34	244.0	169.51	3.187251091003418	N
September 23, 2020, 5:00:00 AM	7353	28	264.0	181.75	6.274233341217041	N
September 16, 2020, 5:00:00 AM	12668	44	287.0	147.28	4.510756492614746	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 02, 2020, 11:23:45 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: November 02, 2020, 11:23:45 AM

AMZ-BRY001154

Acknowledged by associate on October 14, 2020, 9:48:01 AM - Delivered by Clark,Eden (edenciar)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Clark,Eden (DA5-0700)

Created On: October 14, 2020, 9:48:01 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	October 07, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
Pick	RF Pick ItemPicked Total EACH	Level 5	2.16	699	323.48	223	145.06
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	1.96	657	335.06	210	159.55
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	0.74	251	335.41	214	156.73
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	27.95	6395	228.79	144	158.88

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
October 07, 2020, 5:00:00 AM	6395	28	229.0	158.88	4.728048324584961	N
September 30, 2020, 5:00:00 AM	8406	34	244.0	169.51	3.187251091003418	N
September 23, 2020, 5:00:00 AM	7353	28	264.0	181.75	6.274233341217041	N
September 16, 2020, 5:00:00 AM	12668	44	287.0	147.28	4.510756492614746	N
September 09, 2020, 5:00:00 AM	12329	40	309.0	132.35	8.950616836547852	N
September 02, 2020, 5:00:00 AM	10527	35	302.0	118.33	18.233821868896484	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 14, 2020, 9:48:01 AM

Manager Signature: Acknowledged by Clark,Eden (BadgeID: 12877858)

Date: October 14, 2020, 9:48:01 AM

AMZ-BRY001155

Acknowledged by associate on October 07, 2020, 1:30:38 PM - Delivered by Clark,Eden (edenciar)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Clark,Eden (DA5-0700)
Created On: October 07, 2020, 1:30:38 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	February 05, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	Other Other CycleCount Total EACH	Level 1	10.49	1748	166.52	80	208.15
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	34.43	8406	244.09	150	162.73

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
September 30, 2020, 5:00:00 AM	8406	34	244.0	169.51	3.187251091003418	N
September 23, 2020, 5:00:00 AM	7353	28	264.0	181.75	6.274233341217041	N
September 16, 2020, 5:00:00 AM	12668	44	287.0	147.28	4.510756492614746	N
September 09, 2020, 5:00:00 AM	12329	40	309.0	132.35	8.950616836547852	N
September 02, 2020, 5:00:00 AM	10527	35	302.0	118.33	18.233821868896484	N
August 26, 2020, 5:00:00 AM	7750	26	303.0	119.72	18.932937622070312	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 07, 2020, 1:30:38 PM

Manager Signature: Acknowledged by Clark,Eden (BadgeID: 12877858)

Date: October 07, 2020, 1:30:38 PM

AMZ-BRY001156

Acknowledged by associate on February 12, 2020, 8:44:40 AM - Delivered by Chiou, Kevin (chiok)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Chiou, Kevin (DA5-0715)
Created On: February 12, 2020, 8:44:40 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	18	August 14, 2019
Documented Positive	4	January 15, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	3.25	812	249.65	250	99.86	99.86
Pick	RF Pick ItemPicked Total EACH	Level 5	8.52	2558	299.96	267	112.34	112.34
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	5.53	1637	295.59	239	123.67	123.67
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	10.85	3021	278.39	150	185.59	185.59

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 29, 2020, 5:00:00 AM	8028	28	285	141.34	4.86	N
January 22, 2020, 5:00:00 AM	9204	30	303	115.19	37.87	N
January 15, 2020, 5:00:00 AM	6941	24	290	132.02	12.39	N
January 08, 2020, 5:00:00 AM	2584	13	193	206.4	0.46	N
January 01, 2020, 5:00:00 AM	5819	20	298	147.13	7.25	N
December 25, 2019, 5:00:00 AM	0	0	0	0	-	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 12, 2020, 8:44:40 AM

Manager Signature: Acknowledged by Chiou, Kevin (BadgeID: 12144638)

Date: February 12, 2020, 8:44:40 AM

AMZ-BRY001157

Acknowledged by associate on January 24, 2020, 8:20:14 AM - Delivered by O'Leary,Ryan (olearyro)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Chiou, Kevin (DA5-0715)
Created On: January 24, 2020, 8:20:14 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	5	April 17, 2019
Verbal Positive	19	August 14, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Pick	RF Pick ItemPicked Total EACH	Level 5	1.92	808	420.52	301	139.71	139.71
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	1.47	541	367.88	249	147.74	147.74
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	1.5	495	328.78	250	131.51	131.51
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	6.41	856	133.52	63	211.95	211.95
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	6.97	1728	247.61	123	201.31	201.31

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 08, 2020, 5:00:00 AM	2584	13	193	206.4	0.46	N
January 01, 2020, 5:00:00 AM	5819	20	298	147.13	7.25	N
December 25, 2019, 5:00:00 AM	0	0	0	0	-	Y
December 18, 2019, 5:00:00 AM	2992	9	331	121.12	31.69	N
December 11, 2019, 5:00:00 AM	5919	19	306	112.88	45.82	N
December 04, 2019, 5:00:00 AM	6831	21	325	118.45	35.71	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 24, 2020, 8:20:14 AM

Manager Signature: Acknowledged by O'Leary,Ryan (BadgeID: 12165675)

Date: January 24, 2020, 8:20:14 AM

AMZ-BRY001158

Acknowledged by associate on April 21, 2019, 4:04:16 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: April 21, 2019, 4:04:16 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	13	April 10, 2019
Documented Positive	9	March 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 5	12.36	5353	432.84	349	124.02	124.02	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	9.98	3384	338.82	276	122.76	122.76	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	3.65	1199	328.26	250	131.3	131.3	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	13.7	4139	302.02	130	232.32	232.32	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 10, 2019, 5:00:00 AM	14075	40	354	161.75	161.75	N
April 03, 2019, 5:00:00 AM	12575	34	365	119.79	119.79	N
March 27, 2019, 5:00:00 AM	14227	40	360	138.69	138.69	N
March 20, 2019, 5:00:00 AM	14255	40	357	148.96	148.96	N
March 13, 2019, 5:00:00 AM	13131	35	374	122.1	122.1	N
March 06, 2019, 5:00:00 AM	8579	29	297	162.54	162.54	N

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: April 21, 2019, 4:04:16 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: April 21, 2019, 4:04:16 PM

AMZ-BRY001159

Acknowledged by associate on April 03, 2019, 9:27:23 AM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: April 03, 2019, 9:27:23 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	8	March 13, 2019
Verbal Positive	11	March 20, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 5	14.65	5957	406.5	349	116.48	116.48	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	11.83	3900	329.75	276	119.47	119.47	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	3.78	1492	394.51	250	157.8	157.8	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	9.69	2906	299.84	130	230.64	230.64	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 20, 2019, 5:00:00 AM	14255	40	357	148.97	148.97	N
March 13, 2019, 5:00:00 AM	13131	35	374	122.1	122.1	N
March 06, 2019, 5:00:00 AM	8579	29	297	162.54	162.54	N
February 27, 2019, 5:00:00 AM	15085	38	393	136.99	136.99	N
February 20, 2019, 5:00:00 AM	10182	30	342	148	148	N
February 13, 2019, 5:00:00 AM	13526	39	347	141.17	141.17	N

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: April 03, 2019, 9:27:23 AM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: April 03, 2019, 9:27:23 AM

AMZ-BRY001160

Acknowledged by associate on March 17, 2019, 8:17:52 AM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: March 17, 2019, 8:17:52 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	7	January 30, 2019
Verbal Positive	10	March 06, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 5	5.22	2280	436.78	345	126.69	126.69	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	4.61	1601	347.62	276	126.29	126.29	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	1.5	440	292.36	250	116.94	116.94	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	17.55	4258	242.61	130	186.63	186.63	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 06, 2019, 5:00:00 AM	8579	29	297	162.54	162.54	N
February 27, 2019, 5:00:00 AM	15085	38	393	136.99	136.99	N
February 20, 2019, 5:00:00 AM	10182	30	342	148	148	N
February 13, 2019, 5:00:00 AM	13526	39	347	141.17	141.17	N
February 06, 2019, 5:00:00 AM	9998	31	322	141.83	141.83	N
January 30, 2019, 5:00:00 AM	9746	27	361	125.48	125.48	N

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: March 17, 2019, 8:17:52 AM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: March 17, 2019, 8:17:52 AM

AMZ-BRY001161

Acknowledged by associate on January 30, 2019, 1:03:55 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: January 30, 2019, 1:03:55 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	5	January 23, 2019
Documented Positive	6	January 16, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 3	4.78	1763	368.76	300	122.92	136.58	N
Pick	RF Pick ItemPicked Total EACH	Level 4	10.53	4330	411.33	318	129.35	129.35	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 3	3.12	1097	351.7	300	117.23	130.26	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 4	6.82	2428	356.13	259	137.5	137.5	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 3	0.91	268	293.25	250	117.3	130.33	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 4	2.27	745	327.91	250	131.17	131.17	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	10.22	4297	420.53	130	324.09	324.09	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 23, 2019, 5:00:00 AM	14928	39	386	180.32	183.37	N
January 16, 2019, 5:00:00 AM	9965	27	369	125.03	138.92	N
January 09, 2019, 5:00:00 AM	11677	38	305	151.18	163.06	N
January 02, 2019, 5:00:00 AM	9210	30	305	132.07	146.59	N
December 26, 2018, 5:00:00 AM	0	0	0	0	0	Y
December 19, 2018, 5:00:00 AM	6025	25	241	189.75	189.75	N

Associate Comments

thanks

Associate Signature: Acknowledged by [REDACTED]

Date: January 30, 2019, 1:03:55 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: January 30, 2019, 1:03:55 PM

AMZ-BRY001162

Acknowledged by associate on January 16, 2019, 4:40:45 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: January 16, 2019, 4:40:45 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	5	November 28, 2018
Verbal Positive	4	January 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 2	9.74	3665	376.41	300	125.47	147.61	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 2	9.24	3225	349.03	300	116.34	136.87	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 2	2.33	706	303.22	250	121.29	142.69	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	17.01	4081	239.92	127	188.91	188.91	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 09, 2019, 5:00:00 AM	11677	38	305	151.18	163.06	N
January 02, 2019, 5:00:00 AM	9210	30	305	132.07	146.59	N
December 26, 2018, 5:00:00 AM	0	0	0	0	0	Y
December 19, 2018, 5:00:00 AM	6025	25	241	189.75	189.75	N
December 12, 2018, 5:00:00 AM	17030	31	553	136.03	136.03	N
December 05, 2018, 5:00:00 AM	22281	40	554	115.9	115.9	N

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: January 16, 2019, 4:40:45 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: January 16, 2019, 4:40:45 PM

AMZ-BRY001164

Acknowledged by associate on November 29, 2018, 5:30:14 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: November 29, 2018, 5:30:15 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	November 21, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 1	7.11	565	79.5	60	132.5	189.29	N
Pack Singles	Scan Verify ItemPacked Small EACH	Level 1	1.83	153	83.8	60	139.66	199.52	N
Pack Singles	Scan Verify Medium ItemPacked Total EACH	Level 1	4.35	318	73.1	60	121.83	174.04	N
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 5	19.1	18779	983.11	478	205.67	205.67	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 21, 2018, 5:00:00 AM	18779	19	983	205.67	205.67	N
November 14, 2018, 5:00:00 AM	53605	39	1357	283.97	283.97	N
November 07, 2018, 5:00:00 AM	28652	33	860	179.89	199.88	N
October 31, 2018, 5:00:00 AM	35457	40	887	185.49	214.94	N
October 24, 2018, 5:00:00 AM	9897	10	990	207.1	243.64	N
October 17, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

thanks

Associate Signature: Acknowledged by [REDACTED]

Date: November 29, 2018, 5:30:14 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: November 29, 2018, 5:30:14 PM

AMZ-BRY001165

Acknowledged by associate on November 21, 2018, 3:57:22 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: November 21, 2018, 3:57:22 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	November 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 4	39.49	53605	1357.36	478	283.97	283.97	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 14, 2018, 5:00:00 AM	53605	39	1357	283.97	283.97	N
November 07, 2018, 5:00:00 AM	28652	33	860	179.89	199.88	N
October 31, 2018, 5:00:00 AM	35457	40	887	185.49	214.94	N
October 24, 2018, 5:00:00 AM	9897	10	990	207.1	243.64	N
October 17, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

thanks

Associate Signature: Acknowledged by [REDACTED]

Date: November 21, 2018, 3:57:22 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: November 21, 2018, 3:57:22 PM

AMZ-BRY001166

Acknowledged by associate on November 18, 2018, 6:31:42 PM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: November 18, 2018, 6:31:42 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	November 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 3	33.32	28652	859.9	478	179.89	199.88	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 07, 2018, 5:00:00 AM	28652	33	860	179.89	199.88	N
October 31, 2018, 5:00:00 AM	35457	40	887	185.49	214.94	N
October 24, 2018, 5:00:00 AM	9897	10	990	207.1	243.64	N
October 17, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 18, 2018, 6:31:42 PM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: November 18, 2018, 6:31:42 PM

AMZ-BRY001167

Acknowledged by associate on November 07, 2018, 4:31:38 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: November 07, 2018, 4:31:38 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	October 31, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 2	29.99	25840	861.56	478	180.24	212.05	N
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 3	10	9617	961.91	478	201.24	223.6	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 31, 2018, 5:00:00 AM	35457	40	887	185.49	214.94	N
October 24, 2018, 5:00:00 AM	9897	10	990	207.1	243.64	N
October 17, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: November 07, 2018, 4:31:38 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: November 07, 2018, 4:31:38 PM

AMZ-BRY001168

Acknowledged by associate on November 04, 2018, 2:04:25 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: November 04, 2018, 2:04:25 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 1	29.51	32619	1105.28	478	231.23	330.33	N
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 2	10	9897	989.92	478	207.1	243.64	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 24, 2018, 5:00:00 AM	9897	10	990	207.1	243.64	N
October 17, 2018, 5:00:00 AM	0	0	0	0	0	Y

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: November 04, 2018, 2:04:25 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: November 04, 2018, 2:04:25 PM

AMZ-BRY001169

Acknowledged by associate on April 07, 2021, 1:12:31 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ready,Erin (DA5-0730)
Created On: April 07, 2021, 1:12:31 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	17	March 24, 2021

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	4300020901 Itemamnestied Each Total	Level 5	11.78	3404	288.81	176	164.09

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
March 31, 2021, 5:00:00 AM	3404	12	289.0	164.09	3.1714956760406494	N
March 24, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
March 17, 2021, 5:00:00 AM	7378	26	285.0	162.18	4.648482322692871	N
March 10, 2021, 5:00:00 AM	1620	5	297.0	168.84	1.898488998413086	N
March 03, 2021, 5:00:00 AM	6957	24	294.0	185.62	4.287844657897949	N
February 24, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 07, 2021, 1:12:31 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: April 07, 2021, 1:12:31 PM

AMZ-BRY001170

Acknowledged by associate on June 05, 2019, 9:35:04 AM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: June 05, 2019, 9:35:04 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	20	May 15, 2019, 5:00:00 AM
Documented Positive	8	May 22, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	13783	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
May 22, 2019	13783	0	0	100	No
May 15, 2019	13333	0	0	100	No
May 08, 2019	5289	1	189.07	5.46	No
May 01, 2019	15033	0	0	100	No
April 24, 2019	10294	0	0	100	No
April 17, 2019	18995	2	105.29	76.91	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: June 05, 2019, 9:35:04 AM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: June 05, 2019, 9:35:04 AM

AMZ-BRY001171

Acknowledged by associate on May 28, 2019, 4:38:55 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: May 28, 2019, 4:38:55 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	7	May 08, 2019, 5:00:00 AM
Verbal Positive	20	May 15, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	716	3000	1000	Yes
Pick	-	0	13333	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
May 15, 2019	13333	0	0	100	No
May 08, 2019	5289	1	189.07	5.46	No
May 01, 2019	15033	0	0	100	No
April 24, 2019	10294	0	0	100	No
April 17, 2019	18995	2	105.29	76.91	No
April 10, 2019	13904	4	287.68	62.7	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: May 28, 2019, 4:38:55 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: May 28, 2019, 4:38:55 PM

AMZ-BRY001172

Acknowledged by associate on May 13, 2019, 12:31:04 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: May 13, 2019, 12:31:04 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	6	April 03, 2019, 5:00:00 AM
Verbal Positive	19	May 01, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	1851	3000	1000	No
Pick	-	0	13182	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
May 01, 2019	15033	0	0	100	No
April 24, 2019	10294	0	0	100	No
April 17, 2019	18995	2	105.29	76.91	No
April 10, 2019	13904	4	287.68	62.7	No
April 03, 2019	13504	2	148.1	78.11	No
March 27, 2019	14716	0	0	100	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: May 13, 2019, 12:31:04 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: May 13, 2019, 12:31:04 PM

AMZ-BRY001173

Acknowledged by associate on April 10, 2019, 11:07:32 AM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: April 10, 2019, 11:07:32 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	4	March 13, 2019, 5:00:00 AM
Verbal Positive	15	March 20, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	1767	3000	1000	No
Pick	-	0	12949	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 27, 2019	14716	0	0	100	No
March 20, 2019	13930	0	0	100	No
March 13, 2019	10473	2	190.96	60.42	No
March 06, 2019	12858	0	0	100	No
February 27, 2019	11178	1	89.46	82.1	No
February 20, 2019	13702	1	72.98	94.62	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: April 10, 2019, 11:07:32 AM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: April 10, 2019, 11:07:32 AM

AMZ-BRY001174

Acknowledged by associate on April 03, 2019, 9:29:23 AM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: April 03, 2019, 9:29:23 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	4	March 13, 2019, 5:00:00 AM
Verbal Positive	15	March 20, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	2287	3000	1000	No
Pick	-	0	11643	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 20, 2019	13930	0	0	100	No
March 13, 2019	10473	2	190.96	60.42	No
March 06, 2019	12858	0	0	100	No
February 27, 2019	11178	1	89.46	82.1	No
February 20, 2019	13702	1	72.98	94.62	No
February 13, 2019	11486	0	0	100	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: April 03, 2019, 9:29:23 AM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: April 03, 2019, 9:29:23 AM

AMZ-BRY001175

Acknowledged by associate on March 17, 2019, 8:18:33 AM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Tubbs,Matthew (DA5-0715)
 Created On: March 17, 2019, 8:18:34 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	3	February 20, 2019, 5:00:00 AM
Verbal Positive	14	March 06, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	3880	3000	1000	No
Pick	-	0	8978	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 06, 2019	12858	0	0	100	No
February 27, 2019	11178	1	89.46	82.1	No
February 20, 2019	13702	1	72.98	94.62	No
February 13, 2019	11486	0	0	100	No
February 06, 2019	11660	1	85.76	94.49	No
January 30, 2019	12204	2	163.88	93.82	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: March 17, 2019, 8:18:33 AM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: March 17, 2019, 8:18:33 AM

AMZ-BRY001176

Acknowledged by associate on February 24, 2019, 10:32:19 AM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: February 24, 2019, 10:32:19 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	2	January 30, 2019, 5:00:00 AM
Verbal Positive	12	February 13, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	1861	6000	1000	No
Pick	-	0	9625	500	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 13, 2019	11486	0	0	100	No
February 06, 2019	11660	1	85.76	94.49	No
January 30, 2019	12204	2	163.88	93.82	No
January 23, 2019	10664	0	0	100	No
January 16, 2019	13319	2	150.16	91.86	No
January 09, 2019	11621	0	0	100	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: February 24, 2019, 10:32:19 AM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: February 24, 2019, 10:32:19 AM

AMZ-BRY001177

Acknowledged by associate on January 30, 2019, 2:13:53 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: January 30, 2019, 2:13:53 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	1	January 16, 2019, 5:00:00 AM
Verbal Positive	10	January 23, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	366	6000	1000	Yes
Pick	-	0	10664	500	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 23, 2019	10664	0	0	100	No
January 16, 2019	13319	2	150.16	91.86	No
January 09, 2019	11621	0	0	100	No
January 02, 2019	5478	0	0	100	No
December 26, 2018	4797	2	416.92	79.45	No
December 19, 2018	13669	1	73.15	97.42	No

Associate Comments

thanks

Associate Signature: Acknowledged by [REDACTED]

Date: January 30, 2019, 2:13:53 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: January 30, 2019, 2:13:53 PM

AMZ-BRY001178

Acknowledged by associate on January 16, 2019, 4:37:33 PM - Delivered by Tubbs,Matthew (tubbm)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Tubbs,Matthew (DA5-0715)
Created On: January 16, 2019, 4:37:33 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	9	January 09, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	2483	6000	1000	No
Pick	-	0	9138	500	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 09, 2019	11621	0	0	100	No
January 02, 2019	5478	0	0	100	No
December 26, 2018	4797	2	416.92	79.45	No
December 19, 2018	13669	1	73.15	97.42	No
December 12, 2018	10336	5	483.74	91.1	No
December 05, 2018	8695	6	690.05	88.49	No

Associate Comments

Thanks

Associate Signature: Acknowledged by [REDACTED]

Date: January 16, 2019, 4:37:33 PM

Manager Signature: Acknowledged by Tubbs,Matthew (BadgeID: 11949150)

Date: January 16, 2019, 4:37:33 PM

AMZ-BRY001179

Acknowledged by associate on September 15, 2019, 1:02:08 PM - Delivered by Chiou, Kevin (chiok)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Chiou, Kevin (DA5-0715)
 Created On: September 15, 2019, 1:02:08 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	28	August 14, 2019, 5:00:00 AM
Documented Positive	9	May 29, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	-	0	1532	3000	1000	No
Pick	-	0	9936	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
August 28, 2019	11468	0	0	100	No
August 21, 2019	11627	4	344.02	26.64	No
August 14, 2019	10056	8	795.54	7.39	No
August 07, 2019	11813	2	169.3	67.27	No
July 31, 2019	6437	2	310.7	71.65	No
July 24, 2019	8907	1	112.27	89.63	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 15, 2019, 1:02:08 PM

Manager Signature: Acknowledged by Chiou, Kevin (BadgeID: 12144638)

Date: September 15, 2019, 1:02:08 PM

AMZ-BRY001180

AMAZON.COM, INC.

CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's time, ability, attention, and effort to furthering Amazon's best interests and will consult and comply with the Amazon Outside Activities policy for Employee's business or division as it pertains to engaging in outside work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement

prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

3.2 Prevention of Unauthorized Release of Confidential Information. Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

Nothing prohibits Employee from reporting an event that he or she reasonably believes is a legal violation to a law-enforcement agency (such as the Securities and Exchange Commission, Equal Employment Opportunity Commission, or Department of Labor), or from cooperating in an agency investigation. Employee acknowledges that he or she has received notice under the 2016 Defend Trade Secrets Act. First, that he or she will not be held criminally or civilly liable under Federal or State trade secret law for disclosing a trade secret either in confidence to a Federal, State, or Local government official or to an attorney for the purpose of reporting or investigating a suspected legal violation, or under seal in a lawsuit or other court proceeding. And, second, that an individual who pursues a lawsuit for unlawful retaliation against his or her employer for reporting a suspected legal violation may disclose the trade secret to his or her attorney and use the trade secret information in the court proceeding, provided any document containing the trade secret is filed under seal and is not disclosed unless permitted by court order.

3.3 Confidential Information of Third Parties. Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 Return of Confidential Documents. On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 Non-Solicitation. During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.2 Non-Interference. During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

- 7.2 Waiver.** No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.
- 7.3 Governing Law and Jurisdiction.** This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.
- 7.4 Remedies.** Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.
- 7.5 Modification of Restrictions; Severability.** Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.
- 7.6 Survival of Covenants.** The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.
- 7.7 Assignment.** This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.
- 7.8 Entire Agreement.** This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.
- 7.9 Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

- 8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS.** Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).
- 9. EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

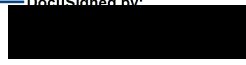
AMAZON.COM, INC.

Signature 

Name: Beth Galetti

Title: Vice President, Human Resources

EMPLOYEE

DocuSigned by:

Signature: 32CA66E490E0492...

Name: 

Date: 9/12/2017

Submit Final

All done? Click **Submit Final**Need more time? Click **Save****Draft**

Save Draft



MEAL PERIOD WAIVER AGREEMENT

Name: Date:

Sometimes, however, either for operational reasons or because of your personal wishes, you want a meal period to begin late, be shortened, or skipped. This document is an opportunity for you to waive a meal period in such circumstances. Sometimes, however, either for operational reasons or because of your personal wishes, you and the company might want a meal period to begin late, be shortened, or skipped. This document is an opportunity for you to waive your meal period entitlements in the following circumstances:

- You can waive your first meal period if your total day's work will be completed within a work period of not more than six (6) hours
- You can waive your second meal period if you took your first meal period and your total day's work will be completed within a work period of not more than twelve (12) hours

Should you decide on any particular day on which you work between five and six hours that you wish to take a first meal period notwithstanding this waiver, you are entitled to do so. Likewise, should you decide on any particular day on which you work between ten and twelve hours that you wish to take a second meal period notwithstanding this waiver, you are entitled to do so.

As you consider your choices below, please keep in mind that even if you agree to this waiver, either you or Amazon may at any time insist that you take full meal periods on time, and Amazon generally does expect associates to take full meal periods on time. Therefore, even if you agree to this waiver, you can expect to take your full meal periods most of the time.

Understanding that I am entitled to unpaid, duty-free meal period(s):

Understanding that I am entitled to unpaid, work-free meal period(s) (Only check one):



I agree to waive my duty-free meal periods. I am entering this waiver freely and voluntarily in all respects. I

understand that I may at any time take a full, duty-free meal period as scheduled or provided by law. No

supervisor or manager can require me to delay, shorten or skip a duty-free meal period or retaliate against me for

declining to do so. **I agree to waive** my meal period(s) when legally permissible.



I do not agree to waive my meal periods. I understand that I will be expected to take each full meal period as scheduled or provided by law. **I do not agree to waive** my meal period(s) when legally permissible. I understand that I will be expected to take each full meal period as scheduled or provided by law.

I understand that I may at any time revoke this waiver for all future meal periods by contacting HR and providing my revocation in writing. I understand that if I revoke the waiver for future meal periods that I will be expected to take each full meal period as scheduled or provided by law. I understand that there will be no retaliation against me if I decide not to sign the waiver or to revoke the waiver.



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

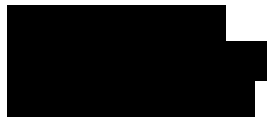
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I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



9/14/2017



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com.dedc, LLC is September 14, 2017.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



AMZ-BRY001190



9/12/2017

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear 

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on September 12, 2017 ("Start Date"). Your salary will be \$12.50 per hour, (\$26,000.00 annualized based on 2,080 hours per year) and a \$0.00 per hour Shift Differential (\$0.00 annualized based on 2,080 hours per year), payable Bi-weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Restricted Stock Unit Award

Subject to approval by the Board of Directors of Amazon.com, Inc., you will be granted a restricted stock unit award with respect to 2 shares of Amazon.com, Inc. common stock. Subject to your continued employment with the Company, this award will vest and convert into shares of common stock on the 15th day of the month in which you reach your second anniversary of employment.

Your award will be documented by delivery to you of a Restricted Stock Unit Award Agreement specifying the terms and conditions of the award. You will be eligible for a restricted stock unit grant, based on your performance, in calendar year 2018. Ordinarily this process occurs each April.

Department, Manager and Shift



AMZ-BRY001191

Department: 1299030 TEB3 USA Amazon.com.dedc, LLC

Manager: Andrew Garrison

Shift Pattern: US FC Sun-Wed 10 hr 0700

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Variable Compensation Pay (VCP)

If you work in a fulfillment center you may be eligible for Variable Pay, a bonus based upon personal and site performance criteria at your location.

Benefits

During the term of your employment, you will be entitled to 401(k), health and welfare, vacation, and other benefits as may be offered by the Company from time to time, subject to eligibility and other terms and conditions stated in the governing documents. Generally you are eligible to enroll in our 401(k) and major medical plans as of the date you start employment, with access to our enrollment system about three business days after your start date. Please refer to the enclosed documents for more information.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). The Company's willingness to grant you the restricted stock unit award referred to above is based in significant part on your commitment to fulfill the obligations specified in the Agreement. Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your



AMZ-BRY001192

identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

■, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Andrew Garrison
Manager I, Operations

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSigned by:

■

32CA66E499E0492

Signature

9/12/2017

Date



AMZ-BRY001193

Acknowledged by associate on October 07, 2017, 2:48:59 PM - Delivered by Troy,Erin (erintroy)

Supportive Feedback Document Unpaid Personal Time - Notice

amazon.com

Associate Name: [REDACTED]

Manager Name: Troy,Erin (DB3-0700)

Created On: October 07, 2017, 2:48:59 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2018**, Current UPT Balance is **10**, As of: **October 05, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 07, 2017, 2:48:59 PM

Manager Signature: Acknowledged by Troy,Erin (BadgeID: 11250000)

Date: October 07, 2017, 2:48:59 PM

AMZ-BRY001194

Acknowledged by associate on October 23, 2018, 3:23:58 PM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Milind,Neha (DB3-0700)
Created On: October 23, 2018, 3:23:58 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

On 08/18/2018, you threw a 30 pound rug across the floor with 2 witnesses. A manager and associate witnessed the associate throw the rug and yell at them.

Areas of Improvement Required by Associate

Amazon is committed to providing a safe work environment, and it is everyone's responsibility to work in a safe, responsible manner and to call out unsafe situations. Adhering to Amazon.com's Safety Standards of Conduct is critical to maintaining this safe work environment and you are expected to follow these standards at all times. As detailed above, you failed to meet these expectations. Further violations of these standards may result in further corrective action, up to and including termination.

Associate Comments

I was being foolish and it will NEVER happen again as long as I live.

Associate Signature: Acknowledged by [REDACTED]

Date: October 23, 2018, 3:23:58 PM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: October 23, 2018, 3:23:58 PM

AMZ-BRY001195

Acknowledged by associate on January 28, 2020, 2:41:39 PM - Delivered by ross,Deidra (rossdeid)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Chiou, Kevin (DA5-0715)
Created On: January 28, 2020, 2:41:39 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. These behaviors are violations of Amazon's Standards of Conduct policy, "Inappropriate Language or Behavior" and is considered a Category 2 violation of the Standards of Conduct. On 1/27/20 Mike spoke to [REDACTED] about concerns he had with being on the LP team. Mike informed him it is a different process outside of an internal transfer. Mike asked [REDACTED] about his reason for cursing and getting aggressive with the PA and AM he stated he did not curse and he was frustrated. Explained the need for him to be professional at work and we would follow up with him Followed up with [REDACTED] on 1/28/2020 and [REDACTED] stated that when he gets angry he doesn't know how to control it because he felt like he was lied to. He said he felt like he was lied to about the LP position and he was pumped up about it. He said that he doesn't recall cursing at Jackie or anyone else. He said he thought she said shut up and asked her and he forgot what he said. Employee was spoken to and coached about how he speak to his peers and that if this happens again a term can possibly happen. AA has agreed and understands and he said he would apologize to Jackie because he felt bad, but I told him that it is not necessary.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 28, 2020, 2:41:39 PM

Manager Signature: Acknowledged by ross,Deidra (BadgeID: 13012950)

Date: January 28, 2020, 2:41:39 PM

AMZ-BRY001196

Acknowledged by associate on July 01, 2020, 8:37:09 AM - Delivered by Clark,Eden (edenciar)

Supportive Feedback Document Behavioral Time Off Task - Final Written



Associate Name: [REDACTED]
 Manager Name: Clark,Eden (DA5-0700)
 Created On: July 01, 2020, 8:37:09 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
First Written	1	January 28, 2020, 2:40:22 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On 6/24/2020 at various points throughout your scheduled shift you were observed to be off-task for a total of 1:11:06 minutes. This number was reached by calculating your entire TOT for the day, which totaled 2:21:39 minutes. During a 'Seek to understand' conversation, you said that you were waiting for help because of a conveyor problem and pulled your Andon (00:12:24), and your breaks were not factored in to the total TOT (00:35:00). Due to these barriers, 1:10:33 minutes were deducted from your total 2:21:39 minutes resulting in 1:11:06 minutes total TOT for the shift. Because you have 160 minutes of time off task within the 90 day period, this feedback will escalate to a first written.

Areas of Improvement Required by Associate

These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct. Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten-hour shift, Amazon provides two 15-minute breaks, a 30-minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: July 01, 2020, 8:37:09 AM

Manager Signature: Acknowledged by Clark,Eden (BadgeID: 12877858)

Date: July 01, 2020, 8:37:09 AM

AMZ-BRY001197

Acknowledged by associate on March 29, 2021, 8:21:48 AM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0730)

Created On: March 29, 2021, 8:21:48 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	16	March 17, 2021

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	4300020901 Itemamnestied Each Total	Level 5	25.84	7378	285.44	176	162.18

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
March 17, 2021, 5:00:00 AM	7378	26	285.0	162.18	4.648482322692871	N
March 10, 2021, 5:00:00 AM	1620	5	297.0	168.84	1.898488998413086	N
March 03, 2021, 5:00:00 AM	6957	24	294.0	185.62	4.287844657897949	N
February 24, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
February 17, 2021, 5:00:00 AM	3001	11	276.0	156.74	6.059436321258545	N
February 10, 2021, 5:00:00 AM	4273	12	342.0	194.36	2.8308823108673096	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 29, 2021, 8:21:48 AM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: March 29, 2021, 8:21:48 AM

AMZ-BRY001198

Acknowledged by associate on March 17, 2021, 1:10:08 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0730)

Created On: March 17, 2021, 1:10:08 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	15	March 10, 2021

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	4300020901 Itemamnestied Each Total	Level 5	5.45	1620	297.17	176	168.84

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
March 10, 2021, 5:00:00 AM	1620	5	297.0	168.84	1.898488998413086	N
March 03, 2021, 5:00:00 AM	6957	24	294.0	185.62	4.287844657897949	N
February 24, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
February 17, 2021, 5:00:00 AM	3001	11	276.0	156.74	6.059436321258545	N
February 10, 2021, 5:00:00 AM	4273	12	342.0	194.36	2.8308823108673096	N
February 03, 2021, 5:00:00 AM	5394	18	301.0	208.74	3.111273765563965	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 17, 2021, 1:10:08 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: March 17, 2021, 1:10:08 PM

AMZ-BRY001199

Acknowledged by associate on March 10, 2021, 3:18:59 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ready,Erin (DA5-0730)
Created On: March 10, 2021, 3:18:59 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	14	February 24, 2021

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	4300014798 Cyclecount Each Total	Level 5	18.08	5508	304.52	154	197.74
IC-QA-CS	4300020901 Itemamnestied Each Total	Level 5	5.61	1449	258.0	176	146.59

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
March 03, 2021, 5:00:00 AM	6957	24	294.0	185.62	4.287844657897949	N
February 24, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
February 17, 2021, 5:00:00 AM	3001	11	276.0	156.74	6.059436321258545	N
February 10, 2021, 5:00:00 AM	4273	12	342.0	194.36	2.8308823108673096	N
February 03, 2021, 5:00:00 AM	5394	18	301.0	208.74	3.111273765563965	N
January 27, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 10, 2021, 3:18:59 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: March 10, 2021, 3:18:59 PM

AMZ-BRY001200

Acknowledged by associate on February 24, 2021, 12:13:31 PM - Delivered by Ready,Erin (readyeri)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]

Manager Name: Ready,Erin (DA5-0730)

Created On: February 24, 2021, 12:13:31 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	13	February 17, 2021

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal
IC-QA-CS	4300014798 Cyclecount Total Each	Level 4	4.08	874	213.96	154	138.94
IC-QA-CS	4300014819 Simplebincount Total Bins	Level 1	8.11	1648	203.15	116	175.13
IC-QA-CS	4300014819 Simplebincount Total Bins	Level 2	1.69	216	127.64	116	110.03
IC-QA-CS	4300020901 Itemamnestied Total Each	Level 5	10.87	3001	275.86	176	156.74

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
February 17, 2021, 5:00:00 AM	3001	11	276.0	156.74	6.059436321258545	N
February 10, 2021, 5:00:00 AM	4273	12	342.0	194.36	2.8308823108673096	N
February 03, 2021, 5:00:00 AM	5394	18	301.0	208.74	3.111273765563965	N
January 27, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 20, 2021, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 13, 2021, 5:00:00 AM	2020	8	249.0	172.93	18.697708129882812	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 24, 2021, 12:13:31 PM

Manager Signature: Acknowledged by Ready,Erin (BadgeID: 11894208)

Date: February 24, 2021, 12:13:31 PM

AMZ-BRY001201

CONFIDENTIAL

Acknowledged by associate on January 28, 2020, 2:41:39 PM - Delivered by ross,Deidra (rossdeid)

Supportive Feedback Document Behavioral - First Written

amazon.com

Associate Name: Shellenberger,Carl (carshell)**Manager Name:** Chiou,Kevin (DA5-0715)**Created On:** January 28, 2020, 2:41:39 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. These behaviors are violations of Amazon's Standards of Conduct policy, "Inappropriate Language or Behavior" and is considered a Category 2 violation of the Standards of Conduct. On 1/27/20 Mike spoke to Carl about concerns he had with being on the LP team. Mike informed him it is a different process outside of an internal transfer. Mike asked Carl about his reason for cursing and getting aggressive with the PA and AM he stated he did not curse and he was frustrated. Explained the need for him to be professional at work and we would follow up with him Followed up with Carl on 1/28/2020 and Carl stated that when he gets angry he doesn't know how to control it because he felt like he was lied to. He said he felt like he was lied to about the LP position and he was pumped up about it. He said that he doesn't recall cursing at Jackie or anyone else. He said he thought she said shut up and asked her and he forgot what he said. Employee was spoken to and coached about how he speak to his peers and that if this happens again a term can possibly happen. AA has agreed and understands and he said he would apologize to Jackie because he felt bad, but I told him that it is not necessary.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by Shellenberger,Carl (BadgeID: 11049970)**Date:** January 28, 2020, 2:41:39 PM**Manager Signature:** Acknowledged by ross,Deidra (BadgeID: 13012950)**Date:** January 28, 2020, 2:41:39 PM

CONFIDENTIAL

AMZ-BRY001196

Acknowledged by associate on February 25, 2018, 6:38:43 AM - Delivered by Agbato,Ogbe (oaagbato)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Agbato,Ogbe (RT678)
Created On: February 25, 2018, 6:38:43 AM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	October 29, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is 5, As of: **February 25, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 25, 2018, 6:38:43 AM

Manager Signature: Acknowledged by Agbato,Ogbe (BadgeID: 0013842)

Date: February 25, 2018, 6:38:43 AM

Acknowledged by associate on November 02, 2017, 10:34:10 PM - Delivered by Agbato,Ogbe (oaagbato)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Agbato,Ogbe (RT678)
Created On: November 02, 2017, 10:34:10 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	July 23, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2018**, Current UPT Balance is **15**, As of: **November 02, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 02, 2017, 10:34:10 PM

Manager Signature: Acknowledged by Agbato,Ogbe (BadgeID: 0013842)

Date: November 02, 2017, 10:34:10 PM

AMZ-BRY000864

Acknowledged by associate on July 27, 2017, 8:02:51 PM - Delivered by Fair,Hannah Bea (faihanna)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Fair,Hannah Bea (NB1-1830)
Created On: July 27, 2017, 8:02:51 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	May 28, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is **15**, As of: **July 26, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 27, 2017, 8:02:51 PM

Manager Signature: Acknowledged by Fair,Hannah Bea (BadgeID: 11996631)

Date: July 27, 2017, 8:02:51 PM

AMZ-BRY000865

Acknowledged by associate on June 01, 2017, 2:12:09 AM - Delivered by Fair,Hannah Bea (faihanna)

Supportive Feedback Document Unpaid Personal Time - Notice

amazon.com

Associate Name: [REDACTED]
Manager Name: Fair,Hannah Bea (NB1-1830)
Created On: June 01, 2017, 2:12:09 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	February 27, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2017**, Current UPT Balance is **0**, As of: **May 31, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 01, 2017, 2:12:09 AM

Manager Signature: Acknowledged by Fair,Hannah Bea (BadgeID: 11996631)

Date: June 01, 2017, 2:12:09 AM

AMZ-BRY000866

Acknowledged by associate on March 01, 2017, 11:05:09 PM - Delivered by Chiaravallo,Bryan P (bchiarav)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: March 01, 2017, 11:05:09 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2017**, Current UPT Balance is **7**, As of: **March 01, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 01, 2017, 11:05:09 PM

Manager Signature: Acknowledged by Chiaravallo,Bryan P (BadgeID: 11337816)

Date: March 01, 2017, 11:05:09 PM

AMZ-BRY000867

Acknowledged by associate on March 09, 2018, 12:54:49 AM - Delivered by Agbato,Ogbe (oaagbato)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Agbato,Ogbe (RT678)
Created On: March 09, 2018, 12:54:49 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	February 25, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is **11**, As of: **March 09, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 09, 2018, 12:54:49 AM

Manager Signature: Acknowledged by Agbato,Ogbe (BadgeID: 0013842)

Date: March 09, 2018, 12:54:49 AM

AMZ-BRY000868

Acknowledged by associate on April 23, 2017, 7:02:37 AM - Delivered by Chiaravallo,Bryan P (bchiarav)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: April 23, 2017, 7:02:37 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	January 19, 2017, 3:15:16 AM
Final Written	1	March 22, 2017, 11:11:13 PM
Documented Coaching	1	March 18, 2017, 6:38:07 AM

Details of Current Incident/Specific Concerns

Glad to see you in today. We missed you yesterday, I just want to make sure you are ok. Is there anything I can assist with? Remember UPT only comes out in hour increments. If you have personal time and would like to be paid for some or all of the time please see HR for assistance, or log onto the HUB. Remember Personal Time needs to be input no later than Saturday, April 29th, before the pay period ends.

Areas of Improvement Required by Associate

You are expected to meet 100% of the attendance performance expectation. We are committed to assisting you in improving your attendance performance, and will assist you in addressing any job related barriers that are impacting your ability to meet attendance performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 23, 2017, 7:02:37 AM

Manager Signature: Acknowledged by Chiaravallo,Bryan P (BadgeID: 11337816)

Date: April 23, 2017, 7:02:37 AM

AMZ-BRY000869

Acknowledged by associate on March 22, 2017, 11:31:17 PM - Delivered by Mahmood,Sabira (sabiram)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: March 22, 2017, 11:31:17 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	January 19, 2017, 3:15:16 AM
Documented Coaching	1	March 18, 2017, 6:38:07 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct policy. On multiple occasions you have been found to use abrasive language and behavior towards other associates. Additionally, the policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 22, 2017, 11:31:17 PM

Manager Signature: Acknowledged by Mahmood,Sabira (BadgeID: 0277627)

Date: March 22, 2017, 11:31:17 PM

AMZ-BRY000870

Acknowledged by associate on June 01, 2019, 3:10:25 AM - Delivered by Timo,Jayne (timojayn)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: [REDACTED]
Manager Name: Timo,Jayne (RT885-2)
Created On: June 01, 2019, 3:10:25 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Details of Concern: On 5/16/19, we became aware of several separate occasions in which you made inappropriate comments to other associates by referencing their skin one, and making unwanted advances. A seek to understand conversation took place to which you admitted and confirmed the alleged comments. During the course of the investigation, it was found that on several occasions you have made other associates feel uncomfortable with your actions. The complainants asked you to stop the behavior, to which you did not comply. These actions were confirmed by several individuals. This behavior is considered a Category 2 Offense as listed in The Owner's Manual and results in corrective action for: Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor. Due to this violation, you are being issued a Final Written Warning.

Areas of Improvement Required by Associate

Areas of Improvement: All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. All associates must avoid any conduct that may be perceived as offensive and/or harassing. Going forward, your language and actions are expected to be professional, without the use of profanity and appropriate for the workplace. Failure to comply with these expectations may result in additional disciplinary action up to and including termination of employment

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: June 01, 2019, 3:10:25 AM

Manager Signature: Acknowledged by Timo,Jayne (BadgeID: 11094830)

Date: June 01, 2019, 3:10:25 AM

AMZ-BRY000871

Acknowledged by associate on April 18, 2020, 11:58:01 PM - Delivered by Patel,Dhiren B (pdhire)

Supportive Feedback Document

Behavioral Attendance - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Patel,Dhiren B (RT196-2)
Created On: April 18, 2020, 11:58:01 PM

Summary

Your recent job performance is not meeting Behavioral Attendance expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral attendance feedback:

Level	Count	Most Recent
Verbal Coaching	1	April 05, 2020, 11:41:32 AM
Final Written	1	June 01, 2019, 1:34:41 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On April 17th 2020, you worked over 12 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 18, 2020, 11:58:01 PM

Manager Signature: Acknowledged by Patel,Dhiren B (BadgeID: 12431034)

Date: April 18, 2020, 11:58:01 PM

AMZ-BRY000872

Acknowledged by associate on March 18, 2017, 7:21:29 PM - Delivered by Chiaravallo,Bryan P (bchiarav)

Supportive Feedback Document

Behavioral Time Off Task - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: March 18, 2017, 7:21:29 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
First Written	1	January 19, 2017, 3:15:16 AM

Details of Current Incident/Specific Concerns

On the shift day of 3/17/2017 you were found to be over your break time by 4 minutes. Break times are 10 minutes with 5 minute walking grace.

<https://fclm-portal.amazon.com/employee/timeDetails?&employeeId=101746425&warehouseId=EWR9&startDateDay=2017%2F03%2F18&maxIntradayDays=1&spanType=Intraday>

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and in accordance with Amazon's Time off Task Guidelines, it is critical that you remain on-task during your scheduled shift. Excessive unproductive time may cause you to fail to meet our performance expectations and may affect your team's morale and performance. In addition, you are required to follow Amazon's break and meal policy and ensure your breaks do not exceed fifteen (15) minutes and meal periods do not exceed thirty (30) minutes. Further incidents of time off task, excessive breaks or unproductive time may lead to further discipline, up to and including termination.

Associate Comments

its needs to be a fair around the board with every associate i strongly that there is entirely too much favoritism here at afe i [REDACTED] am trying to improve daily but im not giving the benefit as i should i work hard im not trying to be a problem i asked my manager Bryan for help and at times hes done as much as he can do but as always it could be better if ever one is held accountable from leadership on down to the water spider again im am not and will not be a problem i just approached every situation as in manner that it should be i want to be an asset not a liability i fell that i every associate has.

Associate Signature: Acknowledged by [REDACTED]

Date: March 18, 2017, 7:21:29 PM

Manager Signature: Acknowledged by Chiaravallo,Bryan P (BadgeID: 11337816)

Date: March 18, 2017, 7:21:29 PM

AMZ-BRY000873

Acknowledged by associate on January 19, 2017, 3:16:02 AM - Delivered by Mahmood,Sabira (sabiram)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: January 19, 2017, 3:16:02 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting [1/12/2017] you were observed to be off-task by [over 60 minutes]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Further Standard of Conduct violations may result in corrective action, up to and including termination

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 19, 2017, 3:16:02 AM

Manager Signature: Acknowledged by Mahmood,Sabira (BadgeID: 0277627)

Date: January 19, 2017, 3:16:02 AM

AMZ-BRY000874

Refused to sign by associate on May 20, 2017, 10:59:35 PM - Delivered by Fair,Hannah Bea (faihanna)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]
Manager Name: Fair,Hannah Bea (NB1-1830)
Created On: May 20, 2017, 10:59:35 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
First Written	1	January 19, 2017, 3:15:16 AM
Final Written	1	March 22, 2017, 11:11:13 PM
Documented Coaching	2	April 21, 2017, 8:55:26 PM

Details of Current Incident/Specific Concerns

On 05/19/2017, you were found to be off-task for 38 minutes. In conversation with your manager, you confirmed this amount of Time Off Task was correct.

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and in accordance with Amazon's Time off Task Guidelines, it is critical that you remain on-task during your scheduled shift. Excessive unproductive time may cause you to fail to meet our performance expectations and may affect your team's morale and performance. In addition, you are required to follow Amazon's break and meal policy and ensure your breaks do not exceed fifteen (15) minutes and meal periods do not exceed thirty (30) minutes. Further incidents of time off task, excessive breaks or unproductive time may lead to further discipline, up to and including termination.

Associate Comments

Would like to talk to Ops Manager to look at cameras and figure out exactly where he was and why this is rolling up as TOT.

Associate Signature: [REDACTED]

Date: May 20, 2017, 10:59:35 PM

Manager Signature: Acknowledged by Fair,Hannah Bea (BadgeID: 11996631)

Date: May 20, 2017, 10:59:35 PM

AMZ-BRY000875

Acknowledged by associate on March 01, 2017, 11:12:47 PM - Delivered by Chiaravallo,Bryan P (bchiarav)

Supportive Feedback Document Productivity - Second Written



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: March 01, 2017, 11:12:47 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 08, 2017
First Written	1	February 15, 2017
Verbal Coaching	2	February 01, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	16.08	1794	111.55	170	65.62	65.62	N
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	4.38	183	41.83	75	55.77	55.77	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 15, 2017, 5:00:00 AM	1977	20	97	63.51	63.51	N
February 08, 2017, 5:00:00 AM	3939	27	145	89.83	89.83	N
February 01, 2017, 5:00:00 AM	3748	27	140	82.15	82.15	N
January 25, 2017, 5:00:00 AM	4105	32	127	74.59	74.59	N
January 18, 2017, 5:00:00 AM	2192	16	134	79.05	79.05	Y
January 11, 2017, 5:00:00 AM	1626	17	95	60.98	60.98	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 01, 2017, 11:12:47 PM

Manager Signature: Acknowledged by Chiaravallo,Bryan P (BadgeID: 11337816)

Date: March 01, 2017, 11:12:47 PM

AMZ-BRY000876

Acknowledged by associate on January 19, 2017, 3:17:56 AM - Delivered by Belfiore,Vincent Michael (belfiov)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: January 19, 2017, 3:17:56 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	December 14, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 4	8.68	1111	127.96	170	75.27	75.27	N
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	4.95	413	83.43	170	49.08	49.08	N
Pack Singles	Scan Verify ItemPacked Total EACH	Level 4	3.42	102	29.8	71	41.97	41.97	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 11, 2017, 5:00:00 AM	1626	17	95	60.98	60.98	N
January 04, 2017, 5:00:00 AM	7	0	118	69.27	69.27	Y
December 28, 2016, 5:00:00 AM	0	0	0	0	0	Y
December 21, 2016, 5:00:00 AM	0	0	0	0	0	Y
December 14, 2016, 5:00:00 AM	4978	47	106	74.02	78.41	Y
December 07, 2016, 5:00:00 AM	3560	32	110	73.44	83.89	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 19, 2017, 3:17:56 AM

Manager Signature: Acknowledged by Belfiore,Vincent Michael (BadgelD: 0305978)

Date: January 19, 2017, 3:17:56 AM

AMZ-BRY000878

Acknowledged by associate on September 16, 2017, 1:55:21 AM - Delivered by Mercer, Joshua Steven (jomerce)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Mercer, Joshua Steven (RT678)
Created On: September 16, 2017, 1:55:21 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Final Written	1	March 22, 2017
Verbal Positive	3	September 06, 2017
Verbal Coaching	3	May 31, 2017
Documented Coaching	2	June 07, 2017
First Written	1	February 15, 2017
Second Written	1	February 22, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Medium EACH	Level 3	7.48	681	91	147	61.9	68.78	N
Chuting	Scan Verify AFE ItemPacked Small EACH	Level 3	9.89	1152	116.51	197	59.14	65.71	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 06, 2017, 5:00:00 AM	1833	17	106	60.33	67.03	N
August 30, 2017, 5:00:00 AM	5197	31	170	97.8	111.76	N
August 23, 2017, 5:00:00 AM	4996	25	197	114.38	134.56	N
August 16, 2017, 5:00:00 AM	0	0	0	0	0	Y
August 09, 2017, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 16, 2017, 1:55:21 AM

AMZ-BRY000879

Manager Signature: Acknowledged by Mercer, Joshua Steven (BadgeID: 12021056)

Date: September 16, 2017, 1:55:21 AM

AMZ-BRY000880

Acknowledged by associate on October 21, 2017, 1:50:23 AM - Delivered by Mercer, Joshua Steven (jomerce)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Mercer, Joshua Steven (RT678)
Created On: October 21, 2017, 1:50:23 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Final Written	1	March 22, 2017
Verbal Coaching	3	May 31, 2017
Second Written	1	February 22, 2017
Documented Coaching	3	September 27, 2017
Verbal Positive	5	October 11, 2017
First Written	2	September 13, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Medium EACH	Level 5	9.32	1329	142.61	147	97.01	97.01	N
Chuting	Scan Verify AFE ItemPacked Small EACH	Level 5	12.79	2306	180.27	197	91.51	91.51	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 11, 2017, 5:00:00 AM	3635	22	164	93.83	93.83	N
October 04, 2017, 5:00:00 AM	4540	22	211	120.68	120.68	N
September 27, 2017, 5:00:00 AM	4550	24	193	110.2	110.2	N
September 20, 2017, 5:00:00 AM	5540	34	163	94.22	94.22	N
September 13, 2017, 5:00:00 AM	4280	27	160	91.79	91.79	Y
September 06, 2017, 5:00:00 AM	1833	17	106	60.33	67.03	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AMZ-BRY000881

Associate Signature: Acknowledged by [REDACTED]

Date: October 21, 2017, 1:50:23 AM

Manager Signature: Acknowledged by Mercer, Joshua Steven (BadgeID: 12021056)

Date: October 21, 2017, 1:50:23 AM

AMZ-BRY000882

Acknowledged by associate on September 29, 2017, 8:08:46 PM - Delivered by Agbato,Ogbe (oaagbato)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Mercer, Joshua Steven (RT678)
Created On: September 29, 2017, 8:08:46 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	3	September 06, 2017
First Written	2	September 13, 2017
Second Written	1	February 22, 2017
Final Written	1	March 22, 2017
Verbal Coaching	3	May 31, 2017
Documented Coaching	2	June 07, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Medium EACH	Level 4	8.27	1222	147.77	147	100.52	100.52	N
Chuting	Scan Verify AFE ItemPacked Medium EACH	Level 5	8.19	996	121.55	147	82.69	82.69	N
Chuting	Scan Verify AFE ItemPacked Small EACH	Level 4	7.98	1785	223.61	197	113.51	113.51	N
Chuting	Scan Verify AFE ItemPacked Small EACH	Level 5	9.47	1537	162.37	197	82.42	82.42	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 20, 2017, 5:00:00 AM	5540	34	163	94.22	94.22	N
September 13, 2017, 5:00:00 AM	4280	27	160	91.79	91.79	Y
September 06, 2017, 5:00:00 AM	1833	17	106	60.33	67.03	N
August 30, 2017, 5:00:00 AM	5197	31	170	97.8	111.76	N
August 23, 2017, 5:00:00 AM	4996	25	197	114.38	134.56	N
August 16, 2017, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AMZ-BRY000883

Associate Signature: Acknowledged by

[REDACTED]

Date: September 29, 2017, 8:08:46 PM

Manager Signature: Acknowledged by Agbato,Ogbe (BadgeID: 0013842)

Date: September 29, 2017, 8:08:46 PM

AMZ-BRY000884

Acknowledged by associate on June 08, 2017, 1:05:46 AM - Delivered by Fair,Hannah Bea (faihanna)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Fair,Hannah Bea (NB1-1830)
Created On: June 08, 2017, 1:05:46 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Final Written	1	March 22, 2017
Verbal Coaching	3	May 31, 2017
Documented Coaching	1	February 08, 2017
First Written	1	February 15, 2017
Second Written	1	February 22, 2017
Verbal Positive	1	April 19, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	29.75	4485	150.77	170	88.69	88.69	N
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 1	4.06	2259	556.18	405	137.33	196.18	N
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 2	10.58	2950	278.81	405	68.84	80.99	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 31, 2017, 5:00:00 AM	7435	40	184	83.48	86.67	N
May 24, 2017, 5:00:00 AM	3792	24	160	94.26	94.26	N
May 17, 2017, 5:00:00 AM	5645	32	177	104.13	104.13	Y
May 10, 2017, 5:00:00 AM	3143	18	172	101.07	101.07	Y
May 03, 2017, 5:00:00 AM	6873	44	158	92.93	92.93	Y
April 26, 2017, 5:00:00 AM	6700	39	171	100.74	100.74	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AMZ-BRY000885

Associate Signature: Acknowledged by [REDACTED]

Date: June 08, 2017, 1:05:46 AM

Manager Signature: Acknowledged by Fair, Hannah Bea (BadgeID: 11996631)

Date: June 08, 2017, 1:05:46 AM

AMZ-BRY000886

Acknowledged by associate on March 22, 2017, 11:17:14 PM - Delivered by Mahmood,Sabira (sabiram)

Supportive Feedback Document Productivity Trend - Final Written



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: March 22, 2017, 11:17:14 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	February 01, 2017
First Written	1	February 15, 2017
Documented Coaching	1	February 08, 2017
Second Written	1	February 22, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	38.41	6425	167.27	170	98.4	98.4	N
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	10	621	62.1	75	82.8	82.8	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 15, 2017, 5:00:00 AM	7046	48	146	95.17	95.17	N
March 08, 2017, 5:00:00 AM	6730	38	175	103.01	103.01	Y
March 01, 2017, 5:00:00 AM	6495	40	164	96.32	96.32	Y
February 22, 2017, 5:00:00 AM	1398	10	140	82.61	82.61	Y
February 15, 2017, 5:00:00 AM	1977	20	97	63.51	63.51	N
February 08, 2017, 5:00:00 AM	3939	27	145	89.83	89.83	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 22, 2017, 11:17:14 PM

AMZ-BRY000887

Manager Signature: Acknowledged by Mahmood, Sabira (BadgelD: 0277627)

Date: March 22, 2017, 11:17:14 PM

AMZ-BRY000888

Acknowledged by associate on February 16, 2017, 2:55:53 AM - Delivered by Dubai,Hunter James (dubayh)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: February 16, 2017, 2:55:53 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 08, 2017
Verbal Coaching	2	February 01, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	24.21	3794	156.68	170	92.17	92.17	N
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	2.9	145	49.96	71	70.37	70.37	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 08, 2017, 5:00:00 AM	3939	27	145	89.83	89.83	N
February 01, 2017, 5:00:00 AM	3748	27	140	82.15	82.15	N
January 25, 2017, 5:00:00 AM	4105	32	127	74.59	74.59	N
January 18, 2017, 5:00:00 AM	2192	16	134	79.05	79.05	Y
January 11, 2017, 5:00:00 AM	1626	17	95	60.98	60.98	Y
January 04, 2017, 5:00:00 AM	7	0	118	69.27	69.27	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 16, 2017, 2:55:53 AM

Manager Signature: Acknowledged by Dubai,Hunter James (BadgeID: 11353853)

Date: February 16, 2017, 2:55:53 AM

AMZ-BRY000889

AMZ-BRY000890

Acknowledged by associate on February 12, 2017, 3:49:47 AM - Delivered by Chiaravallo,Bryan P (bchiarav)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: February 12, 2017, 3:49:47 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	February 01, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	26.84	3748	139.65	170	82.15	82.15	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 01, 2017, 5:00:00 AM	3748	27	140	82.15	82.15	N
January 25, 2017, 5:00:00 AM	4105	32	127	74.59	74.59	N
January 18, 2017, 5:00:00 AM	2192	16	134	79.05	79.05	Y
January 11, 2017, 5:00:00 AM	1626	17	95	60.98	60.98	Y
January 04, 2017, 5:00:00 AM	7	0	118	69.27	69.27	Y
December 28, 2016, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 12, 2017, 3:49:47 AM

Manager Signature: Acknowledged by Chiaravallo,Bryan P (BadgeID: 11337816)

Date: February 12, 2017, 3:49:47 AM

AMZ-BRY000891

Acknowledged by associate on December 22, 2017, 1:20:29 AM - Delivered by Agbato,Ogbe (oagbato)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Agbato,Ogbe (RT678)
Created On: December 22, 2017, 1:20:29 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Second Written	1	February 22, 2017
Final Written	1	March 22, 2017
Documented Coaching	3	September 27, 2017
First Written	3	October 18, 2017
Verbal Coaching	3	December 06, 2017
Verbal Positive	8	December 13, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Medium EACH	Level 5	23.53	3297	140.11	147	95.31	95.31	N
Chuting	Scan Verify AFE ItemPacked Small EACH	Level 5	20.21	3850	190.49	197	96.7	96.7	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 13, 2017, 5:00:00 AM	7147	44	163	95.95	95.95	N
December 06, 2017, 5:00:00 AM	3484	19	188	108.75	108.75	N
November 29, 2017, 5:00:00 AM	4261	28	150	92.65	92.65	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

delivered to aa on 12/22 at 1:18am at station 612.

Associate Signature: Acknowledged by [REDACTED]

Date: December 22, 2017, 1:20:29 AM

Manager Signature: Acknowledged by Agbato,Ogbe (BadgeID: 0013842)

Date: December 22, 2017, 1:20:29 AM

AMZ-BRY000892

AMZ-BRY000893

AMAZON.COM, INC.**CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT**

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's entire productive time, ability, attention, and effort to furthering Amazon's best interests and will not (without Amazon's prior written consent) carry on any separate professional or other gainful employment, including self-employment and contract work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future

plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

3.2 Prevention of Unauthorized Release of Confidential Information. Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

3.3 Confidential Information of Third Parties. Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 Return of Confidential Documents. On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 Non-Solicitation. During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.2 Non-Interference. During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

7.2 Waiver. No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.

7.3 Governing Law and Jurisdiction. This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be

sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.

7.4 Remedies. Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.

7.5 Modification of Restrictions; Severability. Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.

7.6 Survival of Covenants. The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.

7.7 Assignment. This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.

7.8 Entire Agreement. This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.

7.9 Counterparts. This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS. Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).

9. **EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

AMAZON.COM, INC.

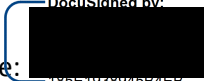
Signature



Name: Beth Galetti

Title: Vice President, Human Resources

EMPLOYEE

Signature: 

Name: 

Date: 11/9/2016

Submit Final

All done? Click **Submit Final**Need more time? Click **Save****Draft**

Save Draft



MEAL PERIOD WAIVER AGREEMENT

Name: Date:

Sometimes, however, either for operational reasons or because of your personal wishes, you want a meal period to begin late, be shortened, or skipped. This document is an opportunity for you to waive a meal period in such circumstances. Sometimes, however, either for operational reasons or because of your personal wishes, you and the company might want a meal period to begin late, be shortened, or skipped. This document is an opportunity for you to waive your meal period entitlements in the following circumstances:

- You can waive your first meal period if your total day's work will be completed within a work period of not more than six (6) hours
- You can waive your second meal period if you took your first meal period and your total day's work will be completed within a work period of not more than twelve (12) hours

Should you decide on any particular day on which you work between five and six hours that you wish to take a first meal period notwithstanding this waiver, you are entitled to do so. Likewise, should you decide on any particular day on which you work between ten and twelve hours that you wish to take a second meal period notwithstanding this waiver, you are entitled to do so.

As you consider your choices below, please keep in mind that even if you agree to this waiver, either you or Amazon may at any time insist that you take full meal periods on time, and Amazon generally does expect associates to take full meal periods on time. Therefore, even if you agree to this waiver, you can expect to take your full meal periods most of the time.

Understanding that I am entitled to unpaid, duty-free meal period(s):

Understanding that I am entitled to unpaid, work-free meal period(s) (Only check one):



I agree to waive my duty-free meal periods. I am entering this waiver freely and voluntarily in all respects. I

understand that I may at any time take a full, duty-free meal period as scheduled or provided by law. No

supervisor or manager can require me to delay, shorten or skip a duty-free meal period or retaliate against me for

declining to do so. **I agree to waive** my meal period(s) when legally permissible.

AMZ-BRY000899



I do not agree to waive my meal periods. I understand that I will be expected to take each full meal period as scheduled or provided by law. **I do not agree to waive** my meal period(s) when legally permissible. I understand that I will be expected to take each full meal period as scheduled or provided by law.

I understand that I may at any time revoke this waiver for all future meal periods by contacting HR and providing my revocation in writing. I understand that if I revoke the waiver for future meal periods that I will be expected to take each full meal period as scheduled or provided by law. I understand that there will be no retaliation against me if I decide not to sign the waiver or to revoke the waiver.

Acknowledged by [REDACTED] on 11/10/2016 10:49:39 PM)



CODE OF BUSINESS CONDUCT & ETHICS ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



11/9/2016

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]:

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on November 10, 2016 ("Start Date"). Your salary will be \$13.00 per hour, (\$27,040.00 annualized based on 2,080 hours per year) and a \$0.50 per hour Shift Differential (\$1,040.00 annualized based on 2,080 hours per year), payable Bi-weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Restricted Stock Unit Award

Subject to approval by the Board of Directors of Amazon.com, Inc., you will be granted a restricted stock unit award with respect to 3 shares of Amazon.com, Inc. common stock. Subject to your continued employment with the Company, this award will vest and convert into shares of common stock on the 15th day of the month in which you reach your second anniversary of employment.

Your award will be documented by delivery to you of a Restricted Stock Unit Award Agreement specifying the terms and conditions of the award. You will be eligible for a restricted stock unit grant, based on your performance, in calendar year 2017. Ordinarily this process occurs each April.

Department, Manager and Shift



AMZ-BRY000902

Department: 1200040 EWR9 USA Amazon.com.dedc, LLC

Manager: Bryan Chiaravallo

Shift Pattern: FC Wed-Sat 10 hr 1830

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Variable Compensation Pay (VCP)

If you work in a fulfillment center you may be eligible for Variable Pay, a bonus based upon personal and site performance criteria at your location.

Benefits

During the term of your employment, you will be entitled to 401(k), health and welfare, vacation, and other benefits as may be offered by the Company from time to time, subject to eligibility and other terms and conditions stated in the governing documents. Generally you are eligible to enroll in our 401(k) and major medical plans as of the date you start employment, with access to our enrollment system about three business days after your start date. Please refer to the enclosed documents for more information.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). The Company's willingness to grant you the restricted stock unit award referred to above is based in significant part on your commitment to fulfill the obligations specified in the Agreement. Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your



AMZ-BRY000903

identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

██████ we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Bryan Chiaravallo
Manager II, Operations

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSign Envelope ID: 185E1938945B4EB...

Signature

11/9/2016

Date

████████████████████



AMZ-BRY000904

CONFIDENTIAL

Acknowledged by associate on March 22, 2017, 11:31:17 PM - Delivered by Mahmood,Sabira (sabiram)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: Hudson,Barry (hudbarry)
Manager Name: Chiaravallo,Bryan P (NB1-1830)
Created On: March 22, 2017, 11:31:17 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	January 19, 2017, 3:15:16 AM
Documented Coaching	1	March 18, 2017, 6:38:07 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct policy. On multiple occasions you have been found to use abrasive language and behavior towards other associates. Additionally, the policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by Hudson,Barry (BadgeID: 11681441)

Date: March 22, 2017, 11:31:17 PM

Manager Signature: Acknowledged by Mahmood,Sabira (BadgeID: 0277627)

Date: March 22, 2017, 11:31:17 PM

CONFIDENTIAL

AMZ-BRY000870

Acknowledged by associate on June 01, 2019, 3:10:25 AM - Delivered by Timo,Jayne (timojayn)

Supportive Feedback Document Behavioral - Final Written



Associate Name: Hudson,Barry (hudbarry)
Manager Name: Timo,Jayne (RT885-2)
Created On: June 01, 2019, 3:10:25 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Details of Concern: On 5/16/19, we became aware of several separate occasions in which you made inappropriate comments to other associates by referencing their skin one, and making unwanted advances. A seek to understand conversation took place to which you admitted and confirmed the alleged comments. During the course of the investigation, it was found that on several occasions you have made other associates feel uncomfortable with your actions. The complainants asked you to stop the behavior, to which you did not comply. These actions were confirmed by several individuals. This behavior is considered a Category 2 Offense as listed in The Owner's Manual and results in corrective action for: Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor. Due to this violation, you are being issued a Final Written Warning.

Areas of Improvement Required by Associate

Areas of Improvement: All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. All associates must avoid any conduct that may be perceived as offensive and/or harassing. Going forward, your language and actions are expected to be professional, without the use of profanity and appropriate for the workplace. Failure to comply with these expectations may result in additional disciplinary action up to and including termination of employment

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by Hudson,Barry (BadgeID: 11681441)

Date: June 01, 2019, 3:10:25 AM

Manager Signature: Acknowledged by Timo,Jayne (BadgeID: 11094830)

Date: June 01, 2019, 3:10:25 AM

Acknowledged by associate on January 23, 2019, 11:27:40 AM - Delivered by Cohn,Zachary (zachcohn)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Cohn,Zachary (DB3-0715)
Created On: January 23, 2019, 11:27:40 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	November 29, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **12**, As of: **January 23, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 23, 2019, 11:27:40 AM

Manager Signature: Acknowledged by Cohn,Zachary (BadgeID: 0198229)

Date: January 23, 2019, 11:27:40 AM

AMZ-BRY000552

Acknowledged by associate on November 29, 2018, 10:46:17 AM - Delivered by Cohn,Zachary (zachcohn)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Cohn,Zachary (DB3-0715)
Created On: November 29, 2018, 10:46:18 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **15**, As of: **November 29, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 29, 2018, 10:46:17 AM

Manager Signature: Acknowledged by Cohn,Zachary (BadgeID: 0198229)

Date: November 29, 2018, 10:46:17 AM

AMZ-BRY000553

Acknowledged by associate on March 14, 2019, 9:02:55 AM - Delivered by Qosja,Endri (qosendri)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Qosja,Endri (DB3-0715)
Created On: March 14, 2019, 9:02:55 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	January 21, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **6**, As of: **March 14, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 14, 2019, 9:02:55 AM

Manager Signature: Acknowledged by Qosja,Endri (BadgeID: 11040716)

Date: March 14, 2019, 9:02:55 AM

AMZ-BRY000554

Acknowledged by associate on February 07, 2019, 10:57:24 AM - Delivered by Cohn,Zachary (zachcohn)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: [REDACTED]
Manager Name: Cohn,Zachary (DB3-0715)
Created On: February 07, 2019, 10:57:24 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

On 1/18/19, you directed inappropriate language toward a group of Tier 1 associates. There were four witnesses that came forward to state that you used inappropriate language on 1/18 at approximately 3:00 PM. It was alleged that you said "I could remove you from the fucking dock or this building and you better shut the fuck up about the rumor." A seek to understand conversation/investigation was conducted to which you admitted that in your emotional stated you "may have used words that could have been better worded." This behavior is considered a Category 2 Offense as listed in The Owner's Manual and results in corrective action for: Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor. It also falls under the Category 1 Offense of: Assaulting, threatening, intimidating, coercing, or interfering with supervisors or fellow associates. As a Process Assistant and leader in the building, there are high expectations for professional behavior and maintaining confidentiality.

Areas of Improvement Required by Associate

All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. All associates must avoid any conduct that may be perceived as offensive and/or harassing. Going forward, your language and actions are expected to be professional, without the use of profanity and appropriate for the workplace. Failure to comply with these expectations may result in additional disciplinary action up to and including termination of employment. This Final written warning will remain active for a period of 90 days from the date of issue.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: February 07, 2019, 10:57:24 AM

Manager Signature: Acknowledged by Cohn,Zachary (BadgelD: 0198229)

Date: February 07, 2019, 10:57:24 AM

AMZ-BRY000555

Refused to sign by associate on November 12, 2019, 6:39:49 PM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Qosja,Endri (DB3-0715)
Created On: November 12, 2019, 6:39:49 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	1	February 01, 2019, 6:42:26 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor is prohibited and classified as a Category 2 violation of the Standards of Conduct. It was found that on 11/1/2019 in your interaction with a fellow associate you utilized vulgar language and aggressive body language.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate Abusive, vulgar, or harassing language or behavior. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. This feedback has resulted in separation of employment.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

termination over the phone

Associate Signature: [REDACTED]

Date: November 12, 2019, 6:39:49 PM

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: November 12, 2019, 6:39:49 PM

AMZ-BRY000556

AMAZON.COM, INC.**CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT**

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's entire productive time, ability, attention, and effort to furthering Amazon's best interests and will not (without Amazon's prior written consent) carry on any separate professional or other gainful employment, including self-employment and contract work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future

plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

3.2 Prevention of Unauthorized Release of Confidential Information. Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

3.3 Confidential Information of Third Parties. Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 Return of Confidential Documents. On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 Non-Solicitation. During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.2 Non-Interference. During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

7.2 Waiver. No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.

7.3 Governing Law and Jurisdiction. This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be

sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.

7.4 Remedies. Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.

7.5 Modification of Restrictions; Severability. Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.

7.6 Survival of Covenants. The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.

7.7 Assignment. This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.

7.8 Entire Agreement. This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.

7.9 Counterparts. This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS. Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).

- 9. EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

AMAZON.COM, INC.

Signature



Name: Beth Galetti

Title: Vice President, Human Resources

EMPLOYEE

Signature:

DocuSigned by:

C9DB6ACBE5B646C...

Name:

Date: 10/17/2016

Acknowledged by [REDACTED] on 10/17/2016 10:21:46 PM)



CODE OF BUSINESS CONDUCT & ETHICS ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



11/13/2019



Dear [REDACTED]:

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is November 13, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



AMZ-BRY000563



10/17/2016

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED]:

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the position of Seasonal Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on October 18, 2016 ("Start Date"). Your salary will be \$10.50 per hour and a \$0.00 per hour shift differential where applicable, payable weekly in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Department, Manager and Shift

Department: 1181 MCO5 USA Amazon.com.dedc, LLC
Manager: Joshua Nevils
Shift Pattern: PT176 - US FC Tu-Sa 4 hr 1500

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information



AMZ-BRY000564

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

██████, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,



AMZ-BRY000565

Joshua Nevils

Manager I, Operations

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSigned by:

[Redacted Signature]

C9DB0ACBE5D646C...

Signature

10/17/2016

Date

[Redacted Signature]



AMZ-BRY000566



10/26/2016

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED]:

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the Part-time (20-29 hours) position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company. You will be working a Part-time (20-29 hours) schedule.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on October 30, 2016 ("Start Date"). You will ordinarily be scheduled to work 20 hours per seven-day week. Your salary will be \$11.50 per hour, (\$11,960.00 annualized based on 1,040 hours per year) and a \$0.00 per hour Shift Differential (\$0.00 annualized based on 1,040 hours per year), payable Weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Department, Manager and Shift

Department: 1182 MCO5 USA Amazon.com.dedc, LLC
Manager: Joshua Nevils
Shift Pattern: US FC Tu-Sa 4 hr 1500

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information



AMZ-BRY000567

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

██████, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Joshua Nevils



AMZ-BRY000568

Manager I, Operations

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSigned by:
[Redacted]
C9DB0ACBE5D646C...

Signature

10/27/2016

Date

[Redacted]



AMZ-BRY000569

CONFIDENTIAL

Acknowledged by associate on February 07, 2019, 10:57:24 AM - Delivered by Cohn,Zachary (zachcohn)

Supportive Feedback Document Behavioral - Final Written



Associate Name: Colon,Richard (colorich)
Manager Name: Cohn,Zachary (DB3-0715)
Created On: February 07, 2019, 10:57:24 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

On 1/18/19, you directed inappropriate language toward a group of Tier 1 associates. There were four witnesses that came forward to state that you used inappropriate language on 1/18 at approximately 3:00 PM. It was alleged that you said "I could remove you from the fucking dock or this building and you better shut the fuck up about the rumor." A seek to understand conversation/investigation was conducted to which you admitted that in your emotional stated you "may have used words that could have been better worded." This behavior is considered a Category 2 Offense as listed in The Owner's Manual and results in corrective action for: Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor. It also falls under the Category 1 Offense of: Assaulting, threatening, intimidating, coercing, or interfering with supervisors or fellow associates. As a Process Assistant and leader in the building, there are high expectations for professional behavior and maintaining confidentiality.

Areas of Improvement Required by Associate

All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. All associates must avoid any conduct that may be perceived as offensive and/or harassing. Going forward, your language and actions are expected to be professional, without the use of profanity and appropriate for the workplace. Failure to comply with these expectations may result in additional disciplinary action up to and including termination of employment. This Final written warning will remain active for a period of 90 days from the date of issue.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by Colon,Richard (BadgeID: 11559789)

Date: February 07, 2019, 10:57:24 AM

Manager Signature: Acknowledged by Cohn,Zachary (BadgeID: 0198229)

Date: February 07, 2019, 10:57:24 AM

CONFIDENTIAL

AMZ-BRY000555

CONFIDENTIAL

Refused to sign by associate on November 12, 2019, 6:39:49 PM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document Behavioral - Termination



Associate Name: Colon,Richard (colorich)
Manager Name: Qosja,Endri (DB3-0715)
Created On: November 12, 2019, 6:39:49 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	1	February 01, 2019, 6:42:26 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor is prohibited and classified as a Category 2 violation of the Standards of Conduct. It was found that on 11/1/2019 in your interaction with a fellow associate you utilized vulgar language and aggressive body language.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate Abusive, vulgar, or harassing language or behavior. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. This feedback has resulted in separation of employment.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

termination over the phone

Associate Signature: Colon,Richard REFUSED TO SIGN

Date: November 12, 2019, 6:39:49 PM

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: November 12, 2019, 6:39:49 PM

CONFIDENTIAL

AMZ-BRY000556

CONFIDENTIAL

Refused to sign by associate on November 12, 2019, 6:39:49 PM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document Behavioral - Termination



Associate Name: Colon,Richard (colorich)
Manager Name: Qosja,Endri (DB3-0715)
Created On: November 12, 2019, 6:39:49 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	1	February 01, 2019, 6:42:26 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. Abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor is prohibited and classified as a Category 2 violation of the Standards of Conduct. It was found that on 11/1/2019 in your interaction with a fellow associate you utilized vulgar language and aggressive body language.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate Abusive, vulgar, or harassing language or behavior. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. This feedback has resulted in separation of employment.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

termination over the phone

Associate Signature: Colon,Richard REFUSED TO SIGN

Date: November 12, 2019, 6:39:49 PM

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: November 12, 2019, 6:39:49 PM

CONFIDENTIAL

AMZ-BRY000556

Case Type - Investigation

Case Number - 00063400

Case Details:

- **Created by:** Neha Viswanath

Type: Investigation**Status:** Close**Priority:** Priority 3**Incident Date:****Date Reported:** 11/7/2019, 9:00 PM**Reported Method:** Ethics Line**Reported To:****Attorney-Client Privileged:** ☐**Date Closed:** 12/26/2019, 12:56 PM**Closed By:** Neha Viswanath**Date Created:** 11/11/2019, 5:53 PM**Last Modified Date:** 3/1/2021, 1:33 PM**Details:**

Case Number AMAZ-2019-11-9680 Date Reported 11/8/2019 Language English Primary Issue Environment, Health & Safety Report Source Hotline Phone Site Code JFK8 Employee Full Name Richard Colon Phone 917-651-3931 Email rickyacoln@gmail.com Availability anytime Details On November 1, 2019, Richard had a heated discussion with Lauren. Lauren said she was going to punch Richard in his face twice. There were no injuries, but Richard states he felt threatened by Lauren and by Nasir (last name unknown), PA, Lauren's boyfriend. The same day, Nasir blocked Richard when he was trying to go to the bathroom. Later, Lauren went to HR to report Richard, and, as Richard has been told, Lauren was trying to gather information about him and his record. On November 8, Richard went to Tyler Grabowski, HR representative, and Tyler told Richard that Lauren had reported him. Lauren said that Richard had threatened her over text messages. Richard does not know the particulars of the alleged threats, but he says he has never threatened Lauren or anything similar. This issue was reported to John Yun, operations manager. Richard does not know when he will work with Lauren and with Nasir again, since Richard is currently on paid suspension. Richard adds this is not a new issue, since every employee knows about Lauren's wrongful behavior. Location Staten Island, NY, United States, North America Please identify the person(s) engaged in this behavior: Lauren Salvatore (phonetic spelling) - PA Nasir (last name unknown) - PA Amazon Site Code JFK8 Do you suspect or know that a supervisor or management is involved? Yes If yes, then who? Lauren Salvatore (phonetic spelling), PA Nasir (last name unknown), PA Is management aware of this problem? Yes What is the general nature of this matter? Lauren threatened Richard. Where did this incident or violation occur? 546 Gulf Ave Staten Island, NY 10314 Please provide the specific or approximate time this incident occurred: November 8, 2019 How long do you think this problem has been going on? One week How did you become aware of this violation? It happened to me If other, how? Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it: If you have a document or file that supports your report, most common file types can be uploaded: Availability anytime Language English Organization Amazon Is reported by an employee? Yes

HR Case Owner**Case Owner:** Tyler Grabowski

Conclusion:

- **Background:**

Case Type - Investigation**Case Number - 00063400**

On November 1, 2019, Richard had a heated discussion with Lauren. Lauren said she was going to punch Richard in his face twice. There were no injuries, but Richard states he felt threatened by Lauren and by Nasir (last name unknown), PA, Lauren's boyfriend. The same day, Nasir blocked Richard when he was trying to go to the bathroom. Later, Lauren went to HR to report Richard, and, as Richard has been told, Lauren was trying to gather information about him and his record. On November 8, Richard went to Tyler Grabowski, HR representative, and Tyler told Richard that Lauren had reported him. Lauren said that Richard had threatened her over text messages. Richard does not know the particulars of the alleged threats, but he says he has never threatened Lauren or anything similar. This issue was reported to John Yun, operations manager. Richard does not know when he will work with Lauren and with Nasir again, since Richard is currently on paid suspension. Richard adds this is not a new issue, since every employee knows about Lauren's wrongful behavior.

Update: 2019-11-13 15:04: Richard had been working for the company since October 2016. On November 12, 2019, Tyler called Richard and told him that he was terminated, because Richard had a final warning within the last 12 months, and he supposedly cursed at Lauren. Richard commented that when he was hired, he was told that the final warnings lasted three months, but according to Tyler they lasted 12 months. Tyler stated that he had a video of Tyler cursing at Lauren. Richard asked Tyler multiple times, if the employees (names and job titles unknown) claiming that he cursed at Lauren were the same that appeared in the video, but Tyler refused to answer this question. Richard comments that his termination was wrongful, because he wasn't aware that the final warnings lasted 12 months, and because he didn't curse at Lauren. Richard has not reported this situation to management. Richard would like this matter investigated and addressed as soon as possible, because he should not have been terminated.

Overall Conclusion:

Through conducting the investigation it was found that Lauren Salvatore and Richard Colon engaged in an argument on the Outbound Ship Dock that initiated when Richard began to delegate tasks to associates in Lauren's assigned zone. Based on the video footage the two can be seen interacting with each other utilizing inappropriate body language while pointing in each other's faces visibly upset. The comments made by Richard were substantiated through witness statements of associates in the surrounding area. The comments made by Lauren were unsubstantiated as there were not witness's confirming inappropriate or threatening language used by Lauren. As a result of the interaction both Process Assistant's received feedback. Lauren received a behavioral final written feedback for the escalated tone and aggressive body language and Richard received feedback for the substantiated comments and behavior. As a result of prior behavioral feedback, the site proceeded with separation of employment for Richard.

Investigation Team:**• Investigation Team #1****Contact Name:** Neha Viswanath**Worker Type:****• Investigation Team #2**

Case Type - Investigation**Case Number - 00063400****Contact Name:** Linda Prisciandaro**Worker Type:****• Investigation Team #3****Contact Name:** Tyler Grabowski**Worker Type:****Involved Parties:****• Involved Parties #1****First Name:** Onnix**Last Name:** Carlo**Business Title:** Ops Manager, Delivery Ops**Level:** 6**Steam Org Name:** OPERATIONS & CUSTOMER SERVICE**Location Building:** DAB4**Location Country:** USA**Employee Type:** Salaried**Company:****Cost Center:** 1172**Supervisor Name:** Steve Frank Stanton**Worker Type:** Employee**Job Title:** Manager III, Operations**Employee Id:** 101588761**Address****Address #1****Mailing Street:****Mailing City:****Mailing State:****Mailing Postal Code:****Mailing Country:****Mailing Geocode Accuracy:****Other Street:****Other City:****Other State:****Other Postal Code:****Other Country:****Other Geocode Accuracy:****Address Type Home:** Home**Address Type Mail:****Location Address 1:** [REDACTED]**Address #2****Mailing Street:****Mailing City:****Mailing State:**

Case Type - Investigation**Case Number - 00063400**

Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #3
Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #4
Mailing Street:
Mailing City: [REDACTED]
Mailing State:
Mailing Postal Code: [REDACTED]
Mailing Country: USA
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail: Mailing
Location Address 1: [REDACTED]

Address #5
Mailing Street:
Mailing City:
Mailing State:

Case Type - Investigation**Case Number - 00063400**

Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Email

Email #1

Email: occarlo@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: ststant@amazon.com

Email #2

Email: colorich@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: qosendri@amazon.com

Email #3

Email: salvalau@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: wackers@amazon.com

Email #4

Email: lavelah@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Case Type - Investigation**Case Number - 00063400**

Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: madocher@amazon.com

Email #5
Email: bjelana@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: lyerls@amazon.com

Phone

Phone #1
System Modstamp: 4/4/2021, 5:52 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #2
System Modstamp: 3/30/2021, 12:38 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #3
System Modstamp: 4/14/2021, 10:06 PM
Assistant Phone:
Home Phone:
Mobile Phone:

Case Type - Investigation**Case Number - 00063400**

Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #4
System Modstamp: 3/30/2021, 1:03 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #5
System Modstamp: 3/30/2021, 12:38 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

• Involved Parties #2

First Name: Richard
Last Name: Colon
Business Title: Process Assistant
Level: 3
Steam Org Name: OPERATIONS & CUSTOMER SERVICE
Location Building: JFK8
Location Country: USA
Employee Type: Hourly
Company:
Cost Center: 1299
Supervisor Name: Endri Qosja

Case Type - Investigation**Case Number - 00063400**

Worker Type: Employee
Job Title: FC Associate III
Employee Id: 101634150

Address**Address #1**

Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #2

Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #3

Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:

Case Type - Investigation**Case Number - 00063400**

Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #4
Mailing Street:
Mailing City: [REDACTED]
Mailing State:
Mailing Postal Code: [REDACTED]
Mailing Country: USA
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail: Mailing
Location Address 1: [REDACTED]

Address #5
Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Email

Email #1
Email: occarlo@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:

Case Type - Investigation**Case Number - 00063400****Supervisor's Work Email:** ststant@amazon.com**Email #2****Email:** colorich@amazon.com**Email Bounced Reason:****Email Bounced Date:****Is Email Bounced:** ☐**Email Opt Out:****Personal Email:** [REDACTED]**Preferred Email:****Supervisor's Work Email:** qosendri@amazon.com**Email #3****Email:** salvalau@amazon.com**Email Bounced Reason:****Email Bounced Date:****Is Email Bounced:** ☐**Email Opt Out:****Personal Email:** [REDACTED]**Preferred Email:****Supervisor's Work Email:** wackers@amazon.com**Email #4****Email:** lavelah@amazon.com**Email Bounced Reason:****Email Bounced Date:****Is Email Bounced:** ☐**Email Opt Out:****Personal Email:** [REDACTED]**Preferred Email:****Supervisor's Work Email:** madocher@amazon.com**Email #5****Email:** bjelana@amazon.com**Email Bounced Reason:****Email Bounced Date:****Is Email Bounced:** ☐**Email Opt Out:****Personal Email:** [REDACTED]**Preferred Email:****Supervisor's Work Email:** lyerls@amazon.com**Phone****Phone #1****System Modstamp:** 4/4/2021, 5:52 PM**Assistant Phone:****Home Phone:****Mobile Phone:****Other Phone:**

Case Type - Investigation**Case Number - 00063400**

Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #2
System Modstamp: 3/30/2021, 12:38 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #3
System Modstamp: 4/14/2021, 10:06 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #4
System Modstamp: 3/30/2021, 1:03 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #5

Case Type - Investigation**Case Number - 00063400**

System Modstamp: 3/30/2021, 12:38 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

• Involved Parties #3

First Name: lauren
Last Name: Salvatore
Business Title: Area Manager
Level: 4
Steam Org Name: OPERATIONS & CUSTOMER SERVICE
Location Building: LDJ5
Location Country: USA
Employee Type: Salaried
Company:
Cost Center: 1173
Supervisor Name: Steven Wacker
Worker Type: Employee
Job Title: Manager I, Operations
Employee Id: 104128068

Address

Address #1
Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #2

Case Type - Investigation**Case Number - 00063400**

Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #3

Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #4

Mailing Street:
Mailing City: [REDACTED]
Mailing State:
Mailing Postal Code: [REDACTED]
Mailing Country: USA
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail: Mailing
Location Address 1: [REDACTED]

Address #5

Case Type - Investigation**Case Number - 00063400**

Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Email**Email #1****Email:** occarlo@amazon.com**Email Bounced Reason:****Email Bounced Date:****Is Email Bounced:** ☐**Email Opt Out:****Personal Email:** [REDACTED]**Preferred Email:****Supervisor's Work Email:** ststant@amazon.com**Email #2****Email:** colorich@amazon.com**Email Bounced Reason:****Email Bounced Date:****Is Email Bounced:** ☐**Email Opt Out:****Personal Email:** [REDACTED]**Preferred Email:****Supervisor's Work Email:** qosendri@amazon.com**Email #3****Email:** salvalau@amazon.com**Email Bounced Reason:****Email Bounced Date:****Is Email Bounced:** ☐**Email Opt Out:****Personal Email:** [REDACTED]**Preferred Email:****Supervisor's Work Email:** wackers@amazon.com**Email #4****Email:** lavelah@amazon.com

Case Type - Investigation**Case Number - 00063400**

Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: madocher@amazon.com

Email #5
Email: bjelana@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: lyerls@amazon.com

Phone

Phone #1
System Modstamp: 4/4/2021, 5:52 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #2
System Modstamp: 3/30/2021, 12:38 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #3
System Modstamp: 4/14/2021, 10:06 PM

Case Type - Investigation**Case Number - 00063400**

Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #4
System Modstamp: 3/30/2021, 1:03 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #5
System Modstamp: 3/30/2021, 12:38 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

• Involved Parties #4

First Name: Pauline
Last Name: Lavelah
Business Title: Sortation Associate
Level: 1
Steam Org Name: OPERATIONS & CUSTOMER SERVICE
Location Building: DDP5
Location Country: USA
Employee Type: Hourly

Case Type - Investigation**Case Number - 00063400**

Company:
Cost Center: 1092
Supervisor Name: Mark Brian Docherty
Worker Type: Employee
Job Title: FC Associate I
Employee Id: 104978776

Address

Address #1
Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #2
Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #3
Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:

Case Type - Investigation**Case Number - 00063400**

Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Address #4
Mailing Street:
Mailing City: [REDACTED]
Mailing State:
Mailing Postal Code: [REDACTED]
Mailing Country: USA
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail: Mailing
Location Address 1: [REDACTED]

Address #5
Mailing Street:
Mailing City:
Mailing State:
Mailing Postal Code:
Mailing Country:
Mailing Geocode Accuracy:
Other Street:
Other City:
Other State:
Other Postal Code:
Other Country:
Other Geocode Accuracy:
Address Type Home: Home
Address Type Mail:
Location Address 1: [REDACTED]

Email

Email #1
Email: occarlo@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐

Case Type - Investigation**Case Number - 00063400**

Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: ststant@amazon.com

Email #2
Email: colorich@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: qosendri@amazon.com

Email #3
Email: salvalau@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: wackers@amazon.com

Email #4
Email: lavelah@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: madocher@amazon.com

Email #5
Email: bjelana@amazon.com
Email Bounced Reason:
Email Bounced Date:
Is Email Bounced: ☐
Email Opt Out:
Personal Email: [REDACTED]
Preferred Email:
Supervisor's Work Email: lyerls@amazon.com

Phone

Phone #1
System Modstamp: 4/4/2021, 5:52 PM
Assistant Phone:

Case Type - Investigation**Case Number - 00063400**

Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #2
System Modstamp: 3/30/2021, 12:38 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #3
System Modstamp: 4/14/2021, 10:06 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:
Work Phone Public Ext:

Phone #4
System Modstamp: 3/30/2021, 1:03 PM
Assistant Phone:
Home Phone:
Mobile Phone:
Other Phone:
Phone:
Mobile Phone Public:
Work Phone Public:
Home Phone Private:
Mobile Phone Private: [REDACTED]
Work Phone Private:

Case Type - Investigation**Case Number - 00063400****Work Phone Public Ext:****Phone #5****System Modstamp:** 3/30/2021, 12:38 PM**Assistant Phone:****Home Phone:****Mobile Phone:****Other Phone:****Phone:****Mobile Phone Public:****Work Phone Public:****Home Phone Private:****Mobile Phone Private:** [REDACTED]**Work Phone Private:****Work Phone Public Ext:****• Involved Parties #5****First Name:** Jelana**Last Name:** Bent**Business Title:** Fulfillment Associate**Level:** 1**Steam Org Name:** OPERATIONS & CUSTOMER SERVICE**Location Building:** JFK8**Location Country:** USA**Employee Type:** Hourly**Company:****Cost Center:** 1299**Supervisor Name:** Sherman Lyerly**Worker Type:** Employee**Job Title:** FC Associate I**Employee Id:** 105016441**Address****Address #1****Mailing Street:****Mailing City:****Mailing State:****Mailing Postal Code:****Mailing Country:****Mailing Geocode Accuracy:****Other Street:****Other City:****Other State:****Other Postal Code:****Other Country:****Other Geocode Accuracy:****Address Type Home:** Home**Address Type Mail:**

Case Type - Investigation**Case Number - 00063400**

Location Address 1: [REDACTED]

Address #2

Mailing Street:

Mailing City:

Mailing State:

Mailing Postal Code:

Mailing Country:

Mailing Geocode Accuracy:

Other Street:

Other City:

Other State:

Other Postal Code:

Other Country:

Other Geocode Accuracy:

Address Type Home: Home

Address Type Mail:

Location Address 1: [REDACTED]

Address #3

Mailing Street:

Mailing City:

Mailing State:

Mailing Postal Code:

Mailing Country:

Mailing Geocode Accuracy:

Other Street:

Other City:

Other State:

Other Postal Code:

Other Country:

Other Geocode Accuracy:

Address Type Home: Home

Address Type Mail:

Location Address 1: [REDACTED]

Address #4

Mailing Street:

Mailing City: [REDACTED]

Mailing State:

Mailing Postal Code: [REDACTED]

Mailing Country: USA

Mailing Geocode Accuracy:

Other Street:

Other City:

Other State:

Other Postal Code:

Other Country:

Other Geocode Accuracy:

Address Type Home: Home

Address Type Mail: Mailing

Case Type - Investigation**Case Number - 00063400**

Location Address 1: [REDACTED]

Address #5

Mailing Street:

Mailing City:

Mailing State:

Mailing Postal Code:

Mailing Country:

Mailing Geocode Accuracy:

Other Street:

Other City:

Other State:

Other Postal Code:

Other Country:

Other Geocode Accuracy:

Address Type Home: Home

Address Type Mail:

Location Address 1: [REDACTED]

Email

Email #1

Email: occarlo@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: ststant@amazon.com

Email #2

Email: colorich@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: qosendri@amazon.com

Email #3

Email: salvalau@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: wackers@amazon.com

Case Type - Investigation**Case Number - 00063400**

Email #4

Email: lavelah@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: madocher@amazon.com

Email #5

Email: bjelana@amazon.com

Email Bounced Reason:

Email Bounced Date:

Is Email Bounced: ☐

Email Opt Out:

Personal Email: [REDACTED]

Preferred Email:

Supervisor's Work Email: lyerls@amazon.com

Phone

Phone #1

System Modstamp: 4/4/2021, 5:52 PM

Assistant Phone:

Home Phone:

Mobile Phone:

Other Phone:

Phone:

Mobile Phone Public:

Work Phone Public:

Home Phone Private:

Mobile Phone Private: [REDACTED]

Work Phone Private:

Work Phone Public Ext:

Phone #2

System Modstamp: 3/30/2021, 12:38 PM

Assistant Phone:

Home Phone:

Mobile Phone:

Other Phone:

Phone:

Mobile Phone Public:

Work Phone Public:

Home Phone Private:

Mobile Phone Private: [REDACTED]

Work Phone Private:

Work Phone Public Ext:

Case Type - Investigation**Case Number - 00063400**

Phone #3

System Modstamp: 4/14/2021, 10:06 PM

Assistant Phone:

Home Phone:

Mobile Phone:

Other Phone:

Phone:

Mobile Phone Public:

Work Phone Public:

Home Phone Private:

Mobile Phone Private: [REDACTED]

Work Phone Private:

Work Phone Public Ext:

Phone #4

System Modstamp: 3/30/2021, 1:03 PM

Assistant Phone:

Home Phone:

Mobile Phone:

Other Phone:

Phone:

Mobile Phone Public:

Work Phone Public:

Home Phone Private:

Mobile Phone Private: [REDACTED]

Work Phone Private:

Work Phone Public Ext:

Phone #5

System Modstamp: 3/30/2021, 12:38 PM

Assistant Phone:

Home Phone:

Mobile Phone:

Other Phone:

Phone:

Mobile Phone Public:

Work Phone Public:

Home Phone Private:

Mobile Phone Private: [REDACTED]

Work Phone Private:

Work Phone Public Ext:

Allegation:**• Allegation #1**

Issue Category: Misconduct - Individual Behavior - Other Behavior

Subject: [Richard Anthony Colon](#)

Case Type - Investigation**Case Number - 00063400****Allegation:**

Richard Colon engaged in a disagreement with fellow process assistant Lauren Salvatore in which he utilized vulgar language and inappropriate behavior along with threatening comments

Finding: Confirmed**Analysis:**

Through conducting the investigation it was found that Lauren Salvatore and Richard Colon engaged in an argument on the Outbound Ship Dock that initiated when Richard began to delegate tasks to associates in Lauren's assigned zone. Based on the video footage the two can be seen interacting with each other utilizing inappropriate body language while pointing in each other's faces visibly upset. The comments made by Richard were substantiated through witness statements of associates in the surrounding area. The comments made by Lauren were unsubstantiated as there were not witness's confirming inappropriate or threatening language used by Lauren. As a result of the interaction both Process Assistant's received feedback. Lauren received a behavioral final written feedback for the escalated tone and aggressive body language and Richard received feedback for the substantiated comments and behavior. As a result of prior behavioral feedback, the site proceeded with separation of employment for Richard.

• Allegation #2**Issue Category:** Misconduct - Individual Behavior - Other Behavior**Subject:** [Lauren Salvatore](#)**Allegation:**

Lauren Salvatore engaged in a disagreement with fellow process assistant Richard Colon in which she utilized inappropriate/aggressive body language along with threatening comments

Finding: Confirmed**Analysis:**

Through conducting the investigation it was found that Lauren Salvatore and Richard Colon engaged in an argument on the Outbound Ship Dock that initiated when Richard began to delegate tasks to associates in Lauren's assigned zone. Based on the video footage the two can be seen interacting with each other utilizing inappropriate body language while pointing in each other's faces visibly upset. The comments made by Richard were substantiated through witness statements of associates in the surrounding area. The comments made by Lauren were unsubstantiated as there were not witness's confirming inappropriate or threatening language used by Lauren. As a result of the interaction both Process Assistant's received feedback. Lauren received a behavioral final written feedback for the escalated tone and aggressive body language and Richard received feedback for the substantiated comments and behavior. As a result of prior behavioral feedback, the site proceeded with separation of employment for Richard.

Policy:**• Policy Name:** Standards of Conduct**Interview:**

Case Type - Investigation**Case Number - 00063400**

• Created by: Tyler Grabowski
Interviewer: [Tyler Grabowski](#)
Person Being Interviewed: [Onnix Carlo](#)
Schedule Date/Time:
Location:
Type: Witness Interview
Status: To Be Scheduled
Others Present:
Opening Notes:
Body Notes:
Closing Notes:

• Created by: Tyler Grabowski
Interviewer: [Tyler Grabowski](#)
Person Being Interviewed: [Richard Anthony Colon](#)
Schedule Date/Time:
Location:
Type: Respondent Interview
Status: To Be Scheduled
Others Present:
Opening Notes:
Body Notes:
Closing Notes:

• Created by: Tyler Grabowski
Interviewer: [Tyler Grabowski](#)
Person Being Interviewed: [Lauren Salvatore](#)
Schedule Date/Time:
Location:
Type: Respondent Interview
Status: To Be Scheduled
Others Present:
Opening Notes:
Body Notes:
Closing Notes:

• Created by: Tyler Grabowski
Interviewer: [Tyler Grabowski](#)
Person Being Interviewed: [Jelana evona Bent](#)
Schedule Date/Time:
Location:
Type: Witness Interview
Status: To Be Scheduled
Others Present:
Opening Notes:
Body Notes:
Closing Notes:

• Created by: Tyler Grabowski
Interviewer: [Tyler Grabowski](#)
Person Being Interviewed: [Pauline Lavelah](#)

Case Type - Investigation**Case Number - 00063400**

Schedule Date/Time:
Location:
Type: Witness Interview
Status: To Be Scheduled
Others Present:
Opening Notes:
Body Notes:
Closing Notes:

Attachment:**• Attachment**

Title: CaseExport
File Type: PDF
Created Date: 4/14/2021, 10:21 AM
Size: 53,888
Description:

Action:**• Action**

Action Type: Termination/Disciplinary Dismissal
Action Applied To: [Richard Anthony Colon](#)
Status: Completed
Action Taken Date:
Description:
Created By: Neha Viswanath
Created Date: 12/26/2019, 12:55 PM

Central Team:

• Central Team Status:
Date of Resolution with Claimant:
Investigation Completed:
Investigation Assigned:
Recommendations Sent to HRBP:
Priority Case:
Who Prioritized?:
Group Responsible for Defect:
Tags:
Central Team Notes:

Acknowledged by associate on November 08, 2018, 3:03:25 AM - Delivered by Marmolejos,Hector (marmoh)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]

Manager Name: Marmolejos,Hector (NA5-1715)

Created On: November 08, 2018, 3:03:25 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Shortage	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
October 30, 2018, 7:35:39 AM	Stow	Shortage	[REDACTED]
October 30, 2018, 3:23:27 AM	Stow	Shortage	[REDACTED]
October 30, 2018, 3:00:55 AM	Stow	Shortage	[REDACTED]
October 30, 2018, 2:58:49 AM	Stow	Shortage	[REDACTED]
October 30, 2018, 1:28:35 AM	Stow	Shortage	[REDACTED]
October 30, 2018, 1:08:13 AM	Stow	Shortage	[REDACTED]
October 30, 2018, 12:58:59 AM	Stow	Shortage	[REDACTED]
October 30, 2018, 12:49:14 AM	Stow	Shortage	[REDACTED]
October 29, 2018, 8:08:30 PM	Stow	Shortage	[REDACTED]

AMZ-BRY001390

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
October 31, 2018	■	■	■	■	■
October 24, 2018	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by ■

Date: November 08, 2018, 3:03:25 AM

Manager Signature: Acknowledged by Marmolejos,Hector (BadgeID: 0109374)

Date: November 08, 2018, 3:03:25 AM

AMZ-BRY001391



5/23/2019



Dear [REDACTED]:

This letter confirms that the date of voluntary termination of your employment with Amazon.com Services, Inc. is May 30, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



Acknowledged by associate on November 27, 2018, 1:17:20 AM - Delivered by Yovino,Brittany (bmmontz)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: [REDACTED]
Manager Name: Barker,Maura (NA5X1715)
Created On: November 27, 2018, 1:17:20 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Workplace Harassment policy. On 11/25/2018, you were reported to be in violation of this policy by making comments regarding others sexual orientation. These comments include you connecting child molestation to homosexuality offending your co-workers. Examples of sexual harassment include, but are not limited to, "sexual jokes or use of sexually explicit language" and "sexual comments injected into business communications." Sexual harassment may be overt or subtle. Behavior that may be acceptable in a social setting may not be appropriate in the workplace.

Areas of Improvement Required by Associate

Amazon.com is committed to providing a safe and harassment free workplace environment. Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. This behavior is a violation of Amazon's Workplace Violence policy and is a Category 1 violation of Amazon's Standards of Conduct. You are expected to be in compliance with the Workplace Harassment policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 27, 2018, 1:17:20 AM

Manager Signature: Acknowledged by Yovino,Brittany (BadgeID: 11971682)

Date: November 27, 2018, 1:17:20 AM

AMZ-BRY001393

GC Ex. 31

Refused to sign by associate on November 26, 2018, 7:19:31 PM - Delivered by Jimenez,Ashley (asjimene)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Andrews,Phillip (DC1-0715)
Created On: November 26, 2018, 7:19:31 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

On 11/26 at about 11:40 AM, you had an altercation with another associate in Pack Singles. The situation began when you and the other associates were getting full totes to give work to other associates in your area. Upon investigating the situation and speaking to relevant parties, we were told that you used vulgar and harassing language with the aggressor after he pushed you. Although you did not put your hands on him, you said "don't put your fucking hands on me, I'll fucking hurt you."

Areas of Improvement Required by Associate

Amazon takes concerns of this nature very seriously and has a process in place to investigate. You were found to be in violation of the the Owner's Manual Standard of Conduct by: Assaulting, threatening, intimidating, coercing, or interfering with supervisors or fellow associates and using abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor. As a reminder, Amazon has a policy prohibiting retaliation against anyone who has raised a complaint or who has participated in an investigation. Amazon expects that anyone who participates in an investigation will not engage in any retaliatory behavior – this applies to and has been discussed with all the parties in the investigation.

Associate Comments

Associate Signature: [REDACTED]

Date: November 26, 2018, 7:19:31 PM

Manager Signature: Acknowledged by Jimenez,Ashley (BadgeID: 12169290)

Date: November 26, 2018, 7:19:31 PM

AMZ-BRY001394

GC Ex. 31



11/27/2018



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is November 27, 2018.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



AMZ-BRY001395

Refused to sign by associate on August 21, 2019, 6:12:18 PM - Delivered by Holguin,Maritza Yadira (mholgu)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Mutchler, Jacob P (NA5X1715)
Created On: August 21, 2019, 6:12:18 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

On 8/15/2019 it was reported to HR that AA [REDACTED] was witness to sexual harassment that had taken place throughout the day. On 8/16/2019 AA [REDACTED] stated in an investigation with Sr.HRBP Mike Lauro and via written statement that he did witness the sexual harassment and did not report it to site leadership or to human resources because AA [REDACTED] "knows him and didn't take it seriously". AA [REDACTED] did not remove himself from the situation, stop this situation, or report the situation.

Areas of Improvement Required by Associate

Sexual Harassment is a direct violation of Amazons Owners Manual. As a witness to this incident it is your responsibility as an AA to report the incident to site leadership or HR.

Associate Comments

Associate Signature: [REDACTED]

Date: August 21, 2019, 6:12:18 PM

Manager Signature: Acknowledged by Holguin,Maritza Yadira (BadgeID: 12201808)

Date: August 21, 2019, 6:12:18 PM

AMZ-BRY000905

Refused to sign by associate on December 11, 2019, 9:23:39 PM - Delivered by Sanicola,Michael Robert (sanicm)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Keller,Robert (NA5X1715)
Created On: December 11, 2019, 9:23:39 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	August 19, 2019, 1:18:52 PM

Details of Current Incident/Specific Concerns

Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. After a thorough investigation was completed it was determined and confirmed that [REDACTED] violated Amazon's security standards of conduct, on December 10th 2019. Evidence confirmed that [REDACTED] used threatening words towards a fellow Amazon associate to which [REDACTED] also admitted during seek to understand conversation with LP.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate violence, threats of violence, or other conduct by anyone that harms or threatens the safety of associates or others. You are expected to be in compliance with the Workplace Violence and Standards of Conduct policy at all times while working in the Fulfillment Center. After further investigation it was concluded there was supporting evidence through witness and your statement that you used threatening language. Due to the findings of the investigation this will result into separation of employment effective immediately. You are not eligible for our appeals process.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: December 11, 2019, 9:23:39 PM

Manager Signature: Acknowledged by Sanicola,Michael Robert (BadgeID: 12343164)

Date: December 11, 2019, 9:23:39 PM

AMZ-BRY000906

Acknowledged by associate on March 10, 2019, 5:43:59 PM - Delivered by Mutchler,Jacob (jmmutchl)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Mutchler,Jacob (NA5X1715)
Created On: March 10, 2019, 5:43:59 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	November 21, 2018
Verbal Coaching	2	November 14, 2018
Verbal Positive	6	February 20, 2019
Documented Positive	2	February 27, 2019
Second Written	1	December 19, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	8.65	1851	214.09	129	165.96	165.96	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	7.64	3021	395.43	267	148.1	148.1	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.35	72	203.29	99	205.35	205.35	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.45	192	426.93	236	180.9	180.9	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 27, 2019, 5:00:00 AM	5136	17	301	159.19	159.19	N
February 20, 2019, 5:00:00 AM	9304	31	298	173.72	173.72	N
February 13, 2019, 5:00:00 AM	11036	40	274	151.11	151.11	N
February 06, 2019, 5:00:00 AM	9485	35	274	157.96	157.96	N
January 30, 2019, 5:00:00 AM	10126	40	251	143.6	143.6	Y
January 23, 2019, 5:00:00 AM	10641	41	263	147.13	147.13	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 10, 2019, 5:43:59 PM

Manager Signature: Acknowledged by Mutchler,Jacob (BadgeID: 0318213)

Date: March 10, 2019, 5:43:59 PM

AMZ-BRY000907

AMZ-BRY000908

Acknowledged by associate on March 05, 2019, 3:30:38 PM - Delivered by Mutchler,Jacob (jmmutchl)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Mutchler,Jacob (NA5X1715)
Created On: March 05, 2019, 3:30:38 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	November 21, 2018
Verbal Positive	6	February 20, 2019
Documented Positive	1	February 13, 2019
Verbal Coaching	2	November 14, 2018
Second Written	1	December 19, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	18.55	4474	241.23	129	187	187	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	10.78	4448	412.49	267	154.49	154.49	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	1.44	213	147.43	99	148.92	148.92	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.43	169	392.77	236	166.43	166.43	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 20, 2019, 5:00:00 AM	9304	31	298	173.72	173.72	N
February 13, 2019, 5:00:00 AM	11036	40	274	151.11	151.11	N
February 06, 2019, 5:00:00 AM	9485	35	274	157.96	157.96	N
January 30, 2019, 5:00:00 AM	10126	40	251	143.6	143.6	Y
January 23, 2019, 5:00:00 AM	10641	41	263	147.13	147.13	N
January 16, 2019, 5:00:00 AM	9590	41	236	147.31	147.31	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 05, 2019, 3:30:38 PM

Manager Signature: Acknowledged by Mutchler,Jacob (BadgeID: 0318213)

Date: March 05, 2019, 3:30:38 PM

AMZ-BRY000909

AMZ-BRY000910

Acknowledged by associate on February 13, 2019, 7:50:29 PM - Delivered by Mutchler, Jacob (jmmutchl)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Mutchler, Jacob (NA5X1715)
Created On: February 13, 2019, 7:50:29 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Second Written	1	December 19, 2018
First Written	1	November 21, 2018
Verbal Coaching	2	November 14, 2018
Verbal Positive	5	January 30, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	18.77	3828	203.89	129	158.05	158.05	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	11.91	4608	386.91	267	144.91	144.91	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	2.87	580	202.21	99	204.25	204.25	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	1.13	469	416.68	236	176.56	176.56	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 06, 2019, 5:00:00 AM	9485	35	274	157.96	157.96	N
January 30, 2019, 5:00:00 AM	10126	40	251	143.6	143.6	Y
January 23, 2019, 5:00:00 AM	10641	41	263	147.13	147.13	N
January 16, 2019, 5:00:00 AM	9590	41	236	147.31	147.31	N
January 09, 2019, 5:00:00 AM	6346	29	217	134.67	134.67	N
January 02, 2019, 5:00:00 AM	7302	34	214	138.83	138.83	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 13, 2019, 7:50:29 PM

Manager Signature: Acknowledged by Mutchler, Jacob (BadgeID: 0318213)

Date: February 13, 2019, 7:50:29 PM

AMZ-BRY000911

Acknowledged by associate on June 24, 2019, 6:12:50 PM - Delivered by Spadafore,Gina (gspadafo)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Mutchler, Jacob (NA5X1715)
Created On: June 24, 2019, 6:12:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	March 06, 2019
Verbal Positive	15	May 15, 2019
Verbal Coaching	2	November 14, 2018
First Written	1	November 21, 2018
Second Written	1	December 19, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike Light NikeStow Medium EACH	Level 5	2.15	490	227.58	165	137.92	137.92	N
Each Transfer In	Stow Each Nike Light NikeStow Small EACH	Level 5	3.67	1556	423.11	302	140.1	140.1	N
Stow to Prime	Stow Each Nike Light NikeStow Medium EACH	Level 5	0.04	5	120.8	115	105.04	105.04	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 05, 2019, 5:00:00 AM	2051	6	349	139.05	139.05	N
May 29, 2019, 5:00:00 AM	0	0	0	0	0	Y
May 22, 2019, 5:00:00 AM	0	0	0	0	0	Y
May 15, 2019, 5:00:00 AM	0	0	0	0	0	Y
May 08, 2019, 5:00:00 AM	2120	8	258	106.13	106.13	N
May 01, 2019, 5:00:00 AM	2621	10	270	124	124	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 24, 2019, 6:12:50 PM

Manager Signature: Acknowledged by Spadafore,Gina (BadgeID: 11057694)

Date: June 24, 2019, 6:12:50 PM

AMZ-BRY000912

Acknowledged by associate on November 26, 2018, 9:50:29 PM - Delivered by Mutchler, Jacob (jmmutchl)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Mutchler, Jacob (NA5X1715)
Created On: November 26, 2018, 9:50:29 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	November 14, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 3	4.54	434	95.56	157	60.87	67.63	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	24.21	1673	69.1	157	44.01	44.01	N
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	1.5	119	79.41	157	50.58	50.58	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 3	2.1	395	187.72	298	62.99	69.99	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	10.5	2008	191.27	298	64.19	64.19	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	1.68	341	202.61	298	67.99	67.99	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 3	0.14	10	71.29	123	57.96	64.4	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	2.64	166	62.96	123	51.19	51.19	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	0.1	6	58.06	123	47.21	47.21	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 3	0.01	1	144	278	51.8	57.55	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	2.07	299	144.25	278	51.89	51.89	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	0.17	31	179.13	278	64.44	64.44	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 14, 2018, 5:00:00 AM	5483	50	110	52.46	53.39	N
November 07, 2018, 5:00:00 AM	7182	58	123	57.36	65.07	N
October 31, 2018, 5:00:00 AM	2318	17	139	69.26	81.49	N
October 24, 2018, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AMZ-BRY000913

Associate Signature: Acknowledged by [REDACTED]

Date: November 26, 2018, 9:50:29 PM

Manager Signature: Acknowledged by Mutchler, Jacob (BadgeID: 0318213)

Date: November 26, 2018, 9:50:29 PM

AMZ-BRY000914

Acknowledged by associate on December 19, 2018, 9:47:10 PM - Delivered by Mutchler, Jacob (jmmutchl)

Supportive Feedback Document Productivity Trend - Second Written



Associate Name: [REDACTED]
Manager Name: Mutchler, Jacob (NA5X1715)
Created On: December 19, 2018, 9:47:10 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	1	December 12, 2018
First Written	1	November 21, 2018
Verbal Coaching	2	November 14, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	31.06	3347	107.76	103	104.63	104.63	N
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	13	2763	212.57	242	87.84	87.84	N
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	7.11	625	87.87	99	88.76	88.76	N
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	2.48	656	264.34	236	112.01	112.01	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 12, 2018, 5:00:00 AM	7391	54	138	98.8	98.8	N
December 05, 2018, 5:00:00 AM	7320	49	149	107.73	107.73	N
November 28, 2018, 5:00:00 AM	5766	43	133	98.27	98.27	Y
November 21, 2018, 5:00:00 AM	5380	45	120	66.48	66.48	Y
November 14, 2018, 5:00:00 AM	5483	50	110	52.46	53.39	N
November 07, 2018, 5:00:00 AM	7182	58	123	57.36	65.07	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 19, 2018, 9:47:10 PM

AMZ-BRY000915

Manager Signature: Acknowledged by Mutchler, Jacob (BadgeID: 0318213)

Date: December 19, 2018, 9:47:10 PM

AMZ-BRY000916

Acknowledged by associate on February 07, 2019, 12:32:43 AM - Delivered by Mutchler,Jacob (jmmutchl)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Mutchler,Jacob (NA5X1715)
Created On: February 07, 2019, 12:32:43 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 07, 2018, 5:00:00 AM
Documented Coaching	1	November 14, 2018, 5:00:00 AM
Verbal Positive	7	January 30, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	0	10494	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 30, 2019	10494	0	0	100	No
January 23, 2019	9620	1	103.95	87.77	No
January 16, 2019	6992	0	0	100	No
January 09, 2019	7206	1	138.77	83.67	No
January 02, 2019	6677	1	149.76	82.38	No
December 26, 2018	0	0	0	0	Yes

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 07, 2019, 12:32:43 AM

Manager Signature: Acknowledged by Mutchler,Jacob (BadgeID: 0318213)

Date: February 07, 2019, 12:32:43 AM

AMZ-BRY000917

Acknowledged by associate on November 19, 2018, 2:04:31 AM - Delivered by Mutchler, Jacob (jmmutchl)

Supportive Feedback Document Quality Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Mutchler, Jacob (NA5X1715)
Created On: November 19, 2018, 2:04:31 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 07, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

You have not met Quality expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	2	7829	850	1000	No
Stow	Shortage	5	7829	850	1000	No

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
November 11, 2018, 6:14:17 PM	Stow	Shortage	Quantity: 1.0 Location Id: tsX056yeux9 Fc Sku: ZZVF4246RV Application Name: AFTWatsonService Found Location List: [P-9-B931Y478]
November 09, 2018, 3:42:23 AM	Stow	Shortage	Quantity: 3.0 Location Id: tsX016d961v Fc Sku: ZZVD869CP1 Application Name: AFTWatsonService Found Location List: [P-6-C249B147]
November 06, 2018, 8:11:08 PM	Stow	Overage	Quantity: 1.0 Location Id: csXP24yZcDd Fc Sku: ZZW3NKPE35 Application Name: AFTWatsonService Found Location List: [P-8-B175V881]
November 06, 2018, 5:27:31 AM	Stow	Overage	Quantity: 1.0 Location Id: tsX047kpcqx Fc Sku: B01N1UAXOS Application Name: AFTWatsonService Found Location List: [P-9-B894F496]
November 06, 2018, 4:31:24 AM	Stow	Shortage	Quantity: 1.0 Location Id: tsX00be1wkw Fc Sku: X001V92GOX Application Name: AFTWatsonService Found Location List: [P-7-B865U283]
November 06, 2018, 1:57:26 AM	Stow	Shortage	Quantity: 1.0 Location Id: tsX00vhgjnrm Fc Sku: ZZVZIFEDIV Application Name: AFTWatsonService Found Location List: [P-6-B724X673]
November 05, 2018, 11:22:13 PM	Stow	Shortage	Quantity: 1.0 Location Id: tsX01cbav8t Fc Sku: ZZWEPRBBHD Application Name: AFTWatsonService Found Location List: [P-9-B212X664]

Performance Trend

Below is a summary of your past Quality performance.

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AMZ-BRY000918

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
November 07, 2018	7829	7	894.11	-5.19	No
October 31, 2018	3674	4	1088.73	-28.09	No
October 24, 2018	0	0	0	0	Yes

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 19, 2018, 2:04:31 AM

Manager Signature: Acknowledged by Mutchler, Jacob (BadgeID: 0318213)

Date: November 19, 2018, 2:04:31 AM

AMZ-BRY000919

AMAZON.COM, INC.**CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT**

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's time, ability, attention, and effort to furthering Amazon's best interests and will consult and comply with the Amazon Outside Activities policy for Employee's business or division as it pertains to engaging in outside work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement

prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

3.2 Prevention of Unauthorized Release of Confidential Information. Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

Nothing prohibits Employee from reporting an event that he or she reasonably believes is a legal violation to a law-enforcement agency (such as the Securities and Exchange Commission, Equal Employment Opportunity Commission, or Department of Labor), or from cooperating in an agency investigation. Employee acknowledges that he or she has received notice under the 2016 Defend Trade Secrets Act. First, that he or she will not be held criminally or civilly liable under Federal or State trade secret law for disclosing a trade secret either in confidence to a Federal, State, or Local government official or to an attorney for the purpose of reporting or investigating a suspected legal violation, or under seal in a lawsuit or other court proceeding. And, second, that an individual who pursues a lawsuit for unlawful retaliation against his or her employer for reporting a suspected legal violation may disclose the trade secret to his or her attorney and use the trade secret information in the court proceeding, provided any document containing the trade secret is filed under seal and is not disclosed unless permitted by court order.

3.3 Confidential Information of Third Parties. Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 Return of Confidential Documents. On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 Non-Solicitation. During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.2 Non-Interference. During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

- 7.2 Waiver.** No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.
- 7.3 Governing Law and Jurisdiction.** This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.
- 7.4 Remedies.** Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.
- 7.5 Modification of Restrictions; Severability.** Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.
- 7.6 Survival of Covenants.** The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.
- 7.7 Assignment.** This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.
- 7.8 Entire Agreement.** This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.
- 7.9 Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

- 8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS.** Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).
- 9. EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

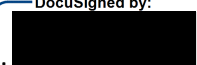
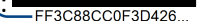
AMAZON.COM, INC.

Signature 

Name: Beth Galetti

Title: Vice President, Human Resources

EMPLOYEE

DocuSigned by:

Signature:  FF3C8CC0F3D426...

Name 

Date: 10/25/2018



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



12/12/2019



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is December 12, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



AMZ-BRY000926



10/24/2018

Amazon.com Services, Inc.
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]

On behalf of Amazon.com Services, Inc. (the "Company"), I am very pleased to offer you the position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on October 25, 2018 ("Start Date"). Your salary will be \$17.50 per hour, (\$36,400.00 annualized based on 2,080 hours per year) and a \$0.50 per hour Shift Differential (\$1,040.00 annualized based on 2,080 hours per year), payable Weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Restricted Stock Unit Award

Subject to approval by the Board of Directors of Amazon.com, Inc., you will be granted a restricted stock unit award with respect to 1 shares of Amazon.com, Inc. common stock. Subject to your continued employment with the Company, this award will vest and convert into shares of common stock on the 15th day of the month in which you reach your second anniversary of employment.

Your award will be documented by delivery to you of a Restricted Stock Unit Award Agreement specifying the terms and conditions of the award. You will be eligible for a restricted stock unit grant, based on your performance, in calendar year 2019. Ordinarily this process occurs each April.



AMZ-BRY000927

Department, Manager and Shift

Department: 1299010 JFK8 USA FC Receiving(010)

Manager: Jacob Mutchler

Shift Pattern:

Your shift or schedule may change in the future. Based on business need, Amazon.com Services, Inc. reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Benefits

During the term of your employment, you will be entitled to 401(k), health and welfare, vacation, and other benefits as may be offered by the Company from time to time, subject to eligibility and other terms and conditions stated in the governing documents. Generally you are eligible to enroll in our 401(k) and major medical plans as of the date you start employment, with access to our enrollment system about three business days after your start date. Please refer to the enclosed documents for more information.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). The Company's willingness to grant you the restricted stock unit award referred to above is based in significant part on your commitment to fulfill the obligations specified in the Agreement. Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa



AMZ-BRY000928

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

██████████, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Jacob Mutchler
Manager II, Operations

ACCEPTANCE

I accept employment with Amazon.com Services, Inc. under the terms set forth in this letter.

DocuSigned by:

██████████

FF3C88CC0F3D426...

Signature

10/25/2018

Date

██████████



AMZ-BRY000929

Acknowledged by associate on March 25, 2019, 5:02:20 PM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Smith, Harry (DC1-0715)
Created On: March 25, 2019, 5:02:20 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	January 16, 2019
Verbal Coaching	2	February 06, 2019
Verbal Positive	4	February 27, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 1	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 1	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 06, 2019, 5:00:00 AM	■	■	■	■	■	■
February 27, 2019, 5:00:00 AM	■	■	■	■	■	■
February 20, 2019, 5:00:00 AM	■	■	■	■	■	■
February 13, 2019, 5:00:00 AM	■	■	■	■	■	■
February 06, 2019, 5:00:00 AM	■	■	■	■	■	■
January 30, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 25, 2019, 5:02:20 PM

AMZ-BRY001431

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: March 25, 2019, 5:02:20 PM

CONFIDENTIAL

AMZ-BRY001432

Acknowledged by associate on March 25, 2019, 5:02:45 PM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Smith,Harry (DC1-0715)
Created On: March 25, 2019, 5:02:45 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	January 16, 2019
Verbal Coaching	2	February 06, 2019
Verbal Positive	4	February 27, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Large ItemPacked Medium EACH	Level 1	■	■	■	■	■	■	■
Pack Singles	Scan Verify Large ItemPacked Small EACH	Level 1	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 1 ItemPacked Medium EACH	Level 1	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 1 ItemPacked Small EACH	Level 1	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 1	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 1	■	■	■	■	■	■	■
Sort-Flow	AFE2 Induct ItemInducted Total EACH	Level 2	■	■	■	■	■	■	■
Sort-Flow	AFE 1 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 13, 2019, 5:00:00 AM	■	■	■	■	■	■
March 06, 2019, 5:00:00 AM	■	■	■	■	■	■
February 27, 2019, 5:00:00 AM	■	■	■	■	■	■
February 20, 2019, 5:00:00 AM	■	■	■	■	■	■
February 13, 2019, 5:00:00 AM	■	■	■	■	■	■
February 06, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AMZ-BRY001433

Associate Signature: Acknowledged by [REDACTED]

Date: March 25, 2019, 5:02:45 PM

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: March 25, 2019, 5:02:45 PM

CONFIDENTIAL

AMZ-BRY001434

Acknowledged by associate on January 15, 2018, 9:08:01 AM - Delivered by Rizzo,Patty (rizpatty)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Rizzo,Patty (DL4-0730)
Created On: January 15, 2018, 9:08:01 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	5	September 13, 2017
Verbal Coaching	3	November 29, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 4 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Medium EACH	Level 5	■	■	■	■	■	■	■
Chuting	Scan Verify AFE ItemPacked Small EACH	Level 5	■	■	■	■	■	■	■
Sort-Flow	AFE 1 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 03, 2018, 5:00:00 AM	■	■	■	■	■	■
December 27, 2017, 5:00:00 AM	■	■	■	■	■	■
December 20, 2017, 5:00:00 AM	■	■	■	■	■	■
December 13, 2017, 5:00:00 AM	■	■	■	■	■	■
December 06, 2017, 5:00:00 AM	■	■	■	■	■	■
November 29, 2017, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 15, 2018, 9:08:01 AM

Manager Signature: Acknowledged by Rizzo,Patty (BadgeID: 11015103)

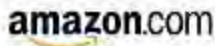
Date: January 15, 2018, 9:08:01 AM

AMZ-BRY001435

CONFIDENTIAL

Acknowledged by associate on August 13, 2019, 5:42:08 PM - Delivered by Carney,Dillon (carndill)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Carney,Dillon (PT162)
Created On: August 13, 2019, 5:42:08 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	12	June 05, 2019
Documented Positive	1	January 16, 2019
Verbal Coaching	1	February 06, 2019
Documented Coaching	4	July 31, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	AFE2 Induct ItemInducted Total EACH	Level 4	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 31, 2019, 5:00:00 AM	■	■	■	■	■	■
July 24, 2019, 5:00:00 AM	■	■	■	■	■	■
July 17, 2019, 5:00:00 AM	■	■	■	■	■	■
July 10, 2019, 5:00:00 AM	■	■	■	■	■	■
July 03, 2019, 5:00:00 AM	■	■	■	■	■	■
June 26, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 13, 2019, 5:42:08 PM

AMZ-BRY001437

Manager Signature: Acknowledged by Carney,Dillon (BadgeID: 11424975)

Date: August 13, 2019, 5:42:08 PM

CONFIDENTIAL

AMZ-BRY001438

Acknowledged by associate on August 06, 2018, 2:59:13 PM - Delivered by Kim,Fred (fkim)

Supportive Feedback Document Safety - Final Written



Associate Name: [REDACTED]
Manager Name: Ellison,Musa (DA5-0730)
Created On: August 06, 2018, 2:59:13 PM

Summary

Your recent job performance is not meeting Safety expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your safety feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Details of Current Incident On 07/18/2018, you committed a safety violation. You were found to be playing soccer with a ball after leaving your induct station wall 17. You were seen by GM Preet Virdi. Not only you were not following safety procedures but also damaging our products.

Areas of Improvement Required by Associate

Amazon is committed to providing a safe work environment, and it is everyone's responsibility to work in a safe, responsible manner and to call out unsafe situations. Adhering to Amazon.com's Safety Standards of Conduct is critical to maintaining this safe work environment and you are expected to follow these standards at all times. As detailed above, you failed to meet these expectations. Further violations of these standards may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 06, 2018, 2:59:13 PM

Manager Signature: Acknowledged by Kim,Fred (BadgeID: 12289372)

Date: August 06, 2018, 2:59:13 PM

AMZ-BRY001439



9/3/2019



Dear [REDACTED]

This letter confirms that the date of your voluntary resignation due to job abandonment with Amazon.com Services, Inc. is September 4, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



Acknowledged by associate on April 28, 2019, 9:08:15 AM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Huff,Jeremy (DC1-0715)
Created On: April 28, 2019, 9:08:15 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	February 03, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is **15**, As of: **April 28, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 28, 2019, 9:08:15 AM

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: April 28, 2019, 9:08:15 AM

AMZ-BRY001441

Acknowledged by associate on February 06, 2019, 7:25:53 AM - Delivered by Asfoor,Omar (oasfoor)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Asfoor,Omar (DC1-0715)
Created On: February 06, 2019, 7:25:53 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	October 21, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **15**, As of: **February 05, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 06, 2019, 7:25:53 AM

Manager Signature: Acknowledged by Asfoor,Omar (BadgeID: 12316107)

Date: February 06, 2019, 7:25:53 AM

AMZ-BRY001442

Acknowledged by associate on October 29, 2018, 8:45:17 AM - Delivered by Asfoor,Omar (oasfoor)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Asfoor,Omar (DC1-0715)
Created On: October 29, 2018, 8:45:17 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	August 10, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **15**, As of: **October 24, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 29, 2018, 8:45:17 AM

Manager Signature: Acknowledged by Asfoor,Omar (BadgeID: 12316107)

Date: October 29, 2018, 8:45:17 AM

AMZ-BRY001443

Refused to sign by associate on August 20, 2018, 11:22:10 AM - Delivered by Ellison,Musa (musellis)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Ellison,Musa (DA5-0730)
Created On: August 20, 2018, 11:22:10 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	May 23, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2018**, Current UPT Balance is **10**, As of: **August 15, 2018**

Associate Comments

Associate Signature: [REDACTED]

Date: August 20, 2018, 11:22:10 AM

Manager Signature: Acknowledged by Ellison,Musa (BadgeID: 11985917)

Date: August 20, 2018, 11:22:10 AM

AMZ-BRY001444

Acknowledged by associate on May 27, 2018, 11:07:37 AM - Delivered by Mettias,Michael (mettias)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Mettias,Michael (DL4-0730)**Created On:** May 27, 2018, 11:07:37 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	February 19, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **0**, As of: **May 23, 2018**

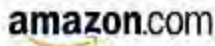
Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** May 27, 2018, 11:07:37 AM**Manager Signature:** Acknowledged by Mettias,Michael (BadgeID: 0285629)**Date:** May 27, 2018, 11:07:37 AM

AMZ-BRY001445

Acknowledged by associate on February 20, 2018, 4:20:12 PM - Delivered by Rizzo,patty (rizpatty)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Rizzo,patty (DL4-0730)
Created On: February 20, 2018, 4:20:12 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	October 22, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is **9**, As of: **February 20, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 20, 2018, 4:20:12 PM

Manager Signature: Acknowledged by Rizzo,patty (BadgeID: 11015103)

Date: February 20, 2018, 4:20:12 PM

AMZ-BRY001446

Acknowledged by associate on October 24, 2017, 1:46:49 PM - Delivered by Rizzo,Patty (rizpatty)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]

Manager Name: Chiaravallo,Bryan P (DL4-0730)

Created On: October 24, 2017, 1:46:49 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	October 08, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2018**, Current UPT Balance is **14**, As of: **October 24, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 24, 2017, 1:46:49 PM

Manager Signature: Acknowledged by Rizzo,Patty (BadgeID: 11015103)

Date: October 24, 2017, 1:46:49 PM

AMZ-BRY001447

Acknowledged by associate on October 08, 2017, 8:55:37 AM - Delivered by Chiaravallo,Bryan P (bchiarav)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Chiaravallo,Bryan P (DL4-0730)
Created On: October 08, 2017, 8:55:37 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	August 09, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2018**, Current UPT Balance is 8, As of: **October 08, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 08, 2017, 8:55:37 AM

Manager Signature: Acknowledged by Chiaravallo,Bryan P (BadgeID: 11337816)

Date: October 08, 2017, 8:55:37 AM

AMZ-BRY001448

Acknowledged by associate on September 01, 2017, 5:15:01 PM - Delivered by Goore,Hamlet Darius (hamletg)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Peel,Phalyn (DH3-0730)
Created On: September 01, 2017, 5:15:01 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is **8**, As of: **August 09, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 01, 2017, 5:15:01 PM

Manager Signature: Acknowledged by Goore,Hamlet Darius (BadgeID: 11206719)

Date: September 01, 2017, 5:15:01 PM

AMZ-BRY001449

Acknowledged by associate on July 13, 2019, 9:06:12 AM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Huff,Jeremy (DC1-0715)
Created On: July 13, 2019, 9:06:12 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	April 27, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **15**, As of: **July 03, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 13, 2019, 9:06:12 AM

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: July 13, 2019, 9:06:12 AM

AMZ-BRY001450

Acknowledged by associate on May 08, 2018, 11:01:39 AM - Delivered by Titen,Cesar (tcesar)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Mettias,Michael (DL4-0730)**Created On:** May 08, 2018, 11:01:39 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	August 06, 2017, 5:19:22 PM

Details of Current Incident/Specific Concerns

Glad to see you in today. We missed you yesterday, I just want to make sure you are ok. Is there anything I can assist with? Remember UPT only comes out in hour increments. If you have personal time and would like to be paid for some or all of the time please see HR for assistance, or log onto the HUB. Remember Personal Time needs to be input no later than Saturday. may 12th, before the pay period ends.

Areas of Improvement Required by Associate

You are expected to meet 100% of the attendance performance expectation. We are committed to assisting you in improving your attendance performance, and will assist you in addressing any job related barriers that are impacting your ability to meet attendance performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** May 08, 2018, 11:01:39 AM**Manager Signature:** Acknowledged by Titen,Cesar (BadgeID: 0132462)**Date:** May 08, 2018, 11:01:39 AM

AMZ-BRY001451

Acknowledged by associate on December 18, 2018, 5:35:37 PM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Huff,Jeremy (DA5-0715)
Created On: December 18, 2018, 5:35:37 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	May 08, 2018, 11:01:00 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. On 12/16/2018 you placed damaged items from night shift in an area at the start of shift and left a note on it stating "night shift damages need to be processed thanks day shift for being our Bi**h :)"". Then leaving the note visible in the problem solve area of AFE2 when you walked away.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Appeals paperwork delivered

Associate Signature: Acknowledged by [REDACTED]

Date: December 18, 2018, 5:35:37 PM

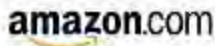
Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: December 18, 2018, 5:35:37 PM

AMZ-BRY001452

Acknowledged by associate on January 21, 2019, 11:22:58 AM - Delivered by Asfoor,Omar (oasfoor)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Asfoor,Omar (DC1-0715)
Created On: January 21, 2019, 11:22:58 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	July 25, 2018
Verbal Positive	2	January 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 2	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 09, 2019, 5:00:00 AM	■	■	■	■	■	■
January 02, 2019, 5:00:00 AM	■	■	■	■	■	■
December 26, 2018, 5:00:00 AM	■	■	■	■	■	■
December 19, 2018, 5:00:00 AM	■	■	■	■	■	■
December 12, 2018, 5:00:00 AM	■	■	■	■	■	■
December 05, 2018, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 21, 2019, 11:22:58 AM

Manager Signature: Acknowledged by Asfoor,Omar (BadgelD: 12316107)

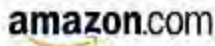
Date: January 21, 2019, 11:22:58 AM

AMZ-BRY001453

Acknowledged by associate on August 03, 2019, 8:01:37 AM - Delivered by Carney,Dillon (carndill)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Carney,Dillon (PT162)
Created On: August 03, 2019, 8:01:37 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	January 16, 2019
Documented Coaching	3	July 03, 2019
Verbal Positive	12	June 05, 2019
Verbal Coaching	1	February 06, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 3	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 3	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 24, 2019, 5:00:00 AM	■	■	■	■	■	■
July 17, 2019, 5:00:00 AM	■	■	■	■	■	■
July 10, 2019, 5:00:00 AM	■	■	■	■	■	■
July 03, 2019, 5:00:00 AM	■	■	■	■	■	■
June 26, 2019, 5:00:00 AM	■	■	■	■	■	■
June 19, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 03, 2019, 8:01:37 AM

AMZ-BRY001454

Manager Signature: Acknowledged by Carney,Dillon (BadgeID: 11424975)

Date: August 03, 2019, 8:01:37 AM

CONFIDENTIAL

AMZ-BRY001455

Acknowledged by associate on July 13, 2019, 9:05:18 AM - Delivered by Huff,Jeremy (jerehuff)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Huff,Jeremy (DC1-0715)
Created On: July 13, 2019, 9:05:18 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	January 16, 2019
Documented Coaching	2	March 20, 2019
Verbal Coaching	2	February 06, 2019
Verbal Positive	12	June 05, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Large ItemPacked Medium EACH	Level 1	■	■	■	■	■	■	■
Pack Singles	Scan Verify Large ItemPacked Small EACH	Level 1	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 3	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 3	■	■	■	■	■	■	■
Sort-Flow	AFE2 Induct ItemInducted Total EACH	Level 4	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 26, 2019, 5:00:00 AM	■	■	■	■	■	■
June 19, 2019, 5:00:00 AM	■	■	■	■	■	■
June 12, 2019, 5:00:00 AM	■	■	■	■	■	■
June 05, 2019, 5:00:00 AM	■	■	■	■	■	■
May 29, 2019, 5:00:00 AM	■	■	■	■	■	■
May 22, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AMZ-BRY001456

Associate Signature: Acknowledged by [REDACTED]

Date: July 13, 2019, 9:05:18 AM

Manager Signature: Acknowledged by Huff,Jeremy (BadgeID: 0065673)

Date: July 13, 2019, 9:05:18 AM

CONFIDENTIAL

AMZ-BRY001457

Acknowledged by associate on April 08, 2019, 6:34:51 PM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: April 08, 2019, 6:34:52 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	January 20, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is **10**, As of: **April 08, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 08, 2019, 6:34:51 PM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: April 08, 2019, 6:34:51 PM

AMZ-BRY000999

Acknowledged by associate on January 21, 2019, 2:01:28 PM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: January 21, 2019, 2:01:28 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	December 08, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **13**, As of: **January 21, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 21, 2019, 2:01:28 PM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: January 21, 2019, 2:01:28 PM

AMZ-BRY001000

Acknowledged by associate on December 10, 2018, 5:40:22 PM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: December 10, 2018, 5:40:22 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	October 07, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **13**, As of: **December 09, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 10, 2018, 5:40:22 PM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: December 10, 2018, 5:40:22 PM

AMZ-BRY001001

Acknowledged by associate on October 15, 2018, 3:42:47 PM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: October 15, 2018, 3:42:47 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **6**, As of: **October 13, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 15, 2018, 3:42:47 PM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: October 15, 2018, 3:42:47 PM

AMZ-BRY001002

Acknowledged by associate on July 08, 2019, 2:13:22 PM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: July 08, 2019, 2:13:22 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	April 07, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **15**, As of: **July 08, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 08, 2019, 2:13:22 PM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: July 08, 2019, 2:13:22 PM

AMZ-BRY001003

Acknowledged by associate on November 26, 2018, 7:48:09 AM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: November 26, 2018, 7:48:09 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

At Amazon.com, we believe that our associates should be treated with respect and dignity. Therefore, we will not tolerate inappropriate conduct, including discriminatory harassment, of any kind based on race, religion, creed, color, national origin, citizenship, marital status, sex, age, sexual orientation, gender identity, veteran status, political ideology, ancestry, or the presence of any physical, sensory, or mental disabilities, or other legally protected status. One type of harassment prohibited by this policy is sexual harassment. Sexual harassment generally consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when (1) submission to or rejection of such conduct is the basis for employment decisions affecting an applicant or associate; or (2) such conduct has the purpose or effect of creating a sexually offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. Examples of sexual harassment include, but are not limited to: sexual jokes or use of sexually explicit language.

Areas of Improvement Required by Associate

All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. All associates must avoid any conduct that may be perceived as offensive and/or harassing.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: November 26, 2018, 7:48:09 AM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: November 26, 2018, 7:48:09 AM

AMZ-BRY001004

Refused to sign by associate on August 28, 2019, 5:19:52 PM - Delivered by Holguin,Maritza Yadira (mhholgu)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: August 28, 2019, 5:19:52 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	1	November 25, 2018, 6:39:25 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Workplace Harassment policy. On 8/27/2019, you were reported to be in violation of this policy by touching a female associate chest area when it was not welcomed. Examples of sexual harassment include, but are not limited to, "sexual jokes or use of sexually explicit language" and "sexual comments injected into business communications." Sexual harassment may be overt or subtle. Behavior that may be acceptable in a social setting may not be appropriate in the workplace.

Areas of Improvement Required by Associate

Amazon.com is committed to providing a safe and harassment free workplace environment. Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. This behavior is a violation of Amazon's Workplace Violence policy and is a Category 1 violation of Amazon's Standards of Conduct. You are expected to be in compliance with the Workplace Harassment policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Ineligible for appeal. Called on 8/28/2019 @ 5:15 pm to inform of termination.

Associate Signature: [REDACTED]

Date: August 28, 2019, 5:19:52 PM

Manager Signature: Acknowledged by Holguin,Maritza Yadira (BadgeID: 12201808)

Date: August 28, 2019, 5:19:52 PM

AMZ-BRY001005

Acknowledged by associate on March 20, 2018, 9:02:57 AM - Delivered by Chun,Timothy (timochun)

Supportive Feedback Document Job Performance - First Written

amazon.com

Associate Name: [REDACTED]
Manager Name: Jerolaman, Steve (RT816)
Created On: March 20, 2018, 9:02:57 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

During the past performance period, your Sortation Quality DPMO was [6,446], which is above target of [5945] and in the bottom 10% of performers.

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality and productivity performance expectation. We are committed to assisting you in improving your performance, and will assist you in addressing any job related barriers that are impacting your ability to meet performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 20, 2018, 9:02:57 AM

Manager Signature: Acknowledged by Chun,Timothy (BadgelD: 0259340)

Date: March 20, 2018, 9:02:57 AM

AMZ-BRY001006

Acknowledged by associate on September 17, 2018, 12:43:33 AM - Delivered by Guss,Fred (gussf)

Supportive Feedback Document Job Performance - First Written



Associate Name: [REDACTED]
Manager Name: Jerolaman, Steve (RT816)
Created On: September 17, 2018, 12:43:33 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	March 14, 2018, 1:59:35 PM

Details of Current Incident/Specific Concerns

During the past performance period, your Sortation Quality DPMO was [16632], which is above target of [3500] and in the bottom 10% of performers.

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality and productivity performance expectation. We are committed to assisting you in improving your performance, and will assist you in addressing any job related barriers that are impacting your ability to meet performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 17, 2018, 12:43:33 AM

Manager Signature: Acknowledged by Guss,Fred (BadgeID: 11092476)

Date: September 17, 2018, 12:43:33 AM

AMZ-BRY001007

Acknowledged by associate on May 28, 2019, 2:34:38 PM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: May 28, 2019, 2:34:38 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	21	May 15, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 5	12.32	5751	466.44	349	133.65	133.65	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 5	11.43	4490	392.72	278	141.26	141.26	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	4.92	1997	405.39	250	162.15	162.15	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 15, 2019, 5:00:00 AM	12238	29	427	141.58	141.58	N
May 08, 2019, 5:00:00 AM	3989	11	360	120.57	120.57	N
May 01, 2019, 5:00:00 AM	0	0	0	0	0	Y
April 24, 2019, 5:00:00 AM	11222	28	403	133.67	133.67	N
April 17, 2019, 5:00:00 AM	14190	34	417	136.12	136.12	N
April 10, 2019, 5:00:00 AM	13860	34	406	134.02	134.02	N

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 28, 2019, 2:34:38 PM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: May 28, 2019, 2:34:38 PM

AMZ-BRY001008

Acknowledged by associate on April 29, 2019, 6:46:46 PM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: April 29, 2019, 6:46:46 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	7	April 17, 2019, 5:00:00 AM
Verbal Positive	13	April 10, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	13126	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 17, 2019	13126	0	0	100	No
April 10, 2019	11922	0	0	100	No
April 03, 2019	8075	0	0	100	No
March 27, 2019	11103	0	0	100	No
March 20, 2019	5169	0	0	100	No
March 13, 2019	14565	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 29, 2019, 6:46:46 PM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: April 29, 2019, 6:46:46 PM

AMZ-BRY001009

Acknowledged by associate on April 23, 2019, 6:43:35 PM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: April 23, 2019, 6:43:35 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	13	April 10, 2019, 5:00:00 AM
Documented Positive	6	April 03, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	11922	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 10, 2019	11922	0	0	100	No
April 03, 2019	8075	0	0	100	No
March 27, 2019	11103	0	0	100	No
March 20, 2019	5169	0	0	100	No
March 13, 2019	14565	0	0	100	No
March 06, 2019	6932	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 23, 2019, 6:43:35 PM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: April 23, 2019, 6:43:35 PM

AMZ-BRY001010

Acknowledged by associate on April 08, 2019, 6:35:05 PM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: April 08, 2019, 6:35:05 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	12	March 27, 2019, 5:00:00 AM
Documented Positive	5	March 20, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	11103	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 27, 2019	11103	0	0	100	No
March 20, 2019	5169	0	0	100	No
March 13, 2019	14565	0	0	100	No
March 06, 2019	6932	0	0	100	No
February 27, 2019	9905	0	0	100	No
February 20, 2019	9788	1	102.16	79.56	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 08, 2019, 6:35:05 PM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: April 08, 2019, 6:35:05 PM

AMZ-BRY001011

Acknowledged by associate on March 27, 2019, 5:31:09 AM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: March 27, 2019, 5:31:09 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	4	March 06, 2019, 5:00:00 AM
Verbal Positive	11	March 13, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	14565	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
March 13, 2019	14565	0	0	100	No
March 06, 2019	6932	0	0	100	No
February 27, 2019	9905	0	0	100	No
February 20, 2019	9788	1	102.16	79.56	No
February 13, 2019	5917	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 27, 2019, 5:31:09 AM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: March 27, 2019, 5:31:09 AM

AMZ-BRY001012

Acknowledged by associate on March 10, 2019, 6:04:51 PM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: March 10, 2019, 6:04:51 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	3	January 09, 2019, 5:00:00 AM
Verbal Positive	10	February 27, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	9905	500	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 27, 2019	9905	0	0	100	No
February 20, 2019	9788	1	102.16	79.56	No
February 13, 2019	5917	0	0	100	No
January 30, 2019	12267	1	81.51	83.69	No
January 23, 2019	5430	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 10, 2019, 6:04:51 PM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: March 10, 2019, 6:04:51 PM

AMZ-BRY001013

Acknowledged by associate on January 14, 2019, 9:34:34 AM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: January 14, 2019, 9:34:34 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	4	December 19, 2018, 5:00:00 AM
Documented Positive	2	December 05, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	8501	500	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 02, 2019	8501	0	0	100	No
December 26, 2018	8143	1	122.8	75.43	No
December 19, 2018	11830	0	0	100	No
December 12, 2018	16056	1	62.28	87.54	No
December 05, 2018	10036	2	199.28	60.14	No
November 28, 2018	14009	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 14, 2019, 9:34:34 AM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: January 14, 2019, 9:34:34 AM

AMZ-BRY001014

Acknowledged by associate on December 06, 2018, 9:35:22 AM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: December 06, 2018, 9:35:22 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	2	November 21, 2018, 5:00:00 AM
Documented Positive	1	October 17, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	14009	500	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
November 28, 2018	14009	0	0	100	No
November 14, 2018	1718	0	0	100	No
October 31, 2018	2888	1	346.26	30.74	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 06, 2018, 9:35:22 AM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: December 06, 2018, 9:35:22 AM

AMZ-BRY001015

Acknowledged by associate on October 22, 2018, 4:17:45 PM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: October 22, 2018, 4:17:45 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	2239	500	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
October 10, 2018	2239	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 22, 2018, 4:17:45 PM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: October 22, 2018, 4:17:45 PM

AMZ-BRY001016

Acknowledged by associate on May 07, 2019, 11:50:17 AM - Delivered by Anderson,Carol (ndcaro)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Carol (DC7-0715)
Created On: May 07, 2019, 11:50:17 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	13	April 10, 2019, 5:00:00 AM
Documented Positive	8	April 24, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Pick	-	0	14252	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 24, 2019	14252	0	0	100	No
April 17, 2019	13126	0	0	100	No
April 10, 2019	11922	0	0	100	No
April 03, 2019	8075	0	0	100	No
March 27, 2019	11103	0	0	100	No
March 20, 2019	5169	0	0	100	No

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 07, 2019, 11:50:17 AM

Manager Signature: Acknowledged by Anderson,Carol (BadgeID: 12313212)

Date: May 07, 2019, 11:50:17 AM

AMZ-BRY001017

AMAZON.COM, INC.**CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT**

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's time, ability, attention, and effort to furthering Amazon's best interests and will consult and comply with the Amazon Outside Activities policy for Employee's business or division as it pertains to engaging in outside work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement

prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

- 3.2 Prevention of Unauthorized Release of Confidential Information.** Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

Nothing prohibits Employee from reporting an event that he or she reasonably believes is a legal violation to a law-enforcement agency (such as the Securities and Exchange Commission, Equal Employment Opportunity Commission, or Department of Labor), or from cooperating in an agency investigation. Employee acknowledges that he or she has received notice under the 2016 Defend Trade Secrets Act. First, that he or she will not be held criminally or civilly liable under Federal or State trade secret law for disclosing a trade secret either in confidence to a Federal, State, or Local government official or to an attorney for the purpose of reporting or investigating a suspected legal violation, or under seal in a lawsuit or other court proceeding. And, second, that an individual who pursues a lawsuit for unlawful retaliation against his or her employer for reporting a suspected legal violation may disclose the trade secret to his or her attorney and use the trade secret information in the court proceeding, provided any document containing the trade secret is filed under seal and is not disclosed unless permitted by court order.

- 3.3 Confidential Information of Third Parties.** Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

- 3.4 Return of Confidential Documents.** On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

- 4.1 Non-Solicitation.** During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

- 4.2 Non-Interference.** During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

- 7.2 Waiver.** No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.
- 7.3 Governing Law and Jurisdiction.** This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.
- 7.4 Remedies.** Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.
- 7.5 Modification of Restrictions; Severability.** Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.
- 7.6 Survival of Covenants.** The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.
- 7.7 Assignment.** This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.
- 7.8 Entire Agreement.** This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.
- 7.9 Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

- 8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS.** Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).
- 9. EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

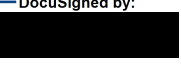
AMAZON.COM, INC.

Signature 

Name: Beth Galetti

Title: Vice President, Human Resources

EMPLOYEE

DocuSigned by:

Signature: 44266ADEFB74DC...

Name: 

Date: 10/3/2017



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.

Last Updated December 27, 2013



8/28/2019



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is August 29, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources





3/3/2018

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the Part-time (20-29 hours) position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company. You will be working a Part-time (20-29 hours) schedule.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on March 4, 2018 ("Start Date"). You will ordinarily be scheduled to work 20 hours per seven-day week. Your salary will be \$13.85 per hour, (\$14,404.00 annualized based on 1,040 hours per year) and a \$0.50 per hour Shift Differential (\$520.00 annualized based on 1,040 hours per year), payable Weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Department, Manager and Shift

Department: 1092 DEW2 USA AMZL Logistics - DS Variable
Manager: Steve Jerolaman
Shift Pattern:

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.



AMZ-BRY001025

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

■, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Steve Jerolaman



AMZ-BRY001026

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

Signature

Date



AMZ-BRY001027



3/3/2018

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the Part-time (20-29 hours) position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company. You will be working a Part-time (20-29 hours) schedule.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on March 4, 2018 ("Start Date"). You will ordinarily be scheduled to work 20 hours per seven-day week. Your salary will be \$13.85 per hour, (\$14,404.00 annualized based on 1,040 hours per year) and a \$0.50 per hour Shift Differential (\$520.00 annualized based on 1,040 hours per year), payable Weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Department, Manager and Shift

Department: 1092 DEW2 USA AMZL Logistics - DS Variable
Manager: Steve Jerolaman
Shift Pattern:

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.



AMZ-BRY001028

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

■, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Steve Jerolaman



AMZ-BRY001029

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

Signature

Date



AMZ-BRY001030



10/3/2017

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the position of Seasonal Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on October 11, 2017 ("Start Date"). Your salary will be \$12.85 per hour and a \$0.50 per hour shift differential where applicable, payable weekly in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Department, Manager and Shift

Department: 1092 DEW2 USA Amazon.com.dedc, LLC
Manager: Steve Jerolaman
Shift Pattern: PT1204 - FC Tue-Sat 5 hr 0100

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.



AMZ-BRY001031

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

■, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,



AMZ-BRY001032

Steve Jerolaman
Manager II, Operations

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSigned by:

[Redacted Signature]

44265ADEFFB74DC...

Signature

10/3/2017

Date

[Redacted]



AMZ-BRY001033



3/3/2018

Amazon.com.dedc, LLC
410 Terry Ave N.
Seattle, WA 98109
Employee Resource Center: (888) 892-7180



Dear [REDACTED]:

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the Part-time (20-29 hours) position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company. You will be working a Part-time (20-29 hours) schedule.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on March 4, 2018 ("Start Date"). You will ordinarily be scheduled to work 20 hours per seven-day week. Your salary will be \$13.85 per hour, (\$14,404.00 annualized based on 1,040 hours per year) and a \$0.50 per hour Shift Differential (\$520.00 annualized based on 1,040 hours per year), payable Weekly (Friday) in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. You will be eligible for overtime pay in accordance with applicable laws.

Department, Manager and Shift

Department: 1092 DEW2 USA AMZL Logistics - DS Variable
Manager: Steve Jerolaman
Shift Pattern:

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.



AMZ-BRY001034

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays, especially during our busy seasons.

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

■, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Steve Jerolaman



AMZ-BRY001035

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

DocuSigned by:

[Redacted Signature]

44265ADEFFB74DC...

Signature

3/3/2018

Date

[Redacted Signature]



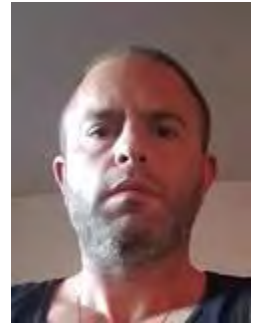
AMZ-BRY001036

Acknowledged by associate on November 26, 2018, 7:48:09 AM - Delivered by Goussev,Vladimir (goussevv)

Supportive Feedback Document Behavioral - Final Written



Associate Name: Miano,Mike (mianomm)
Manager Name: Goussev,Vladimir (DC7-0715)
Created On: November 26, 2018, 7:48:09 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

At Amazon.com, we believe that our associates should be treated with respect and dignity. Therefore, we will not tolerate inappropriate conduct, including discriminatory harassment, of any kind based on race, religion, creed, color, national origin, citizenship, marital status, sex, age, sexual orientation, gender identity, veteran status, political ideology, ancestry, or the presence of any physical, sensory, or mental disabilities, or other legally protected status. One type of harassment prohibited by this policy is sexual harassment. Sexual harassment generally consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when (1) submission to or rejection of such conduct is the basis for employment decisions affecting an applicant or associate; or (2) such conduct has the purpose or effect of creating a sexually offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. Examples of sexual harassment include, but are not limited to: sexual jokes or use of sexually explicit language.

Areas of Improvement Required by Associate

All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. All associates must avoid any conduct that may be perceived as offensive and/or harassing.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by Miano,Mike (BadgeID: 11602114)

Date: November 26, 2018, 7:48:09 AM

Manager Signature: Acknowledged by Goussev,Vladimir (BadgeID: 11306322)

Date: November 26, 2018, 7:48:09 AM

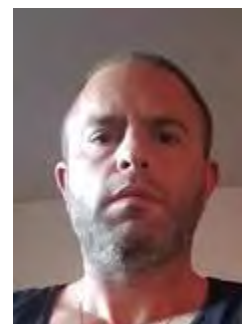
CONFIDENTIAL

Refused to sign by associate on August 28, 2019, 5:19:52 PM - Delivered by Holguin,Maritza Yadira (mhholgu)

Supportive Feedback Document Behavioral - Termination



Associate Name: Miano,Mike (mianomm)
Manager Name: Anderson,Carol (DC7-0715)
Created On: August 28, 2019, 5:19:52 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	1	November 25, 2018, 6:39:25 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Workplace Harassment policy. On 8/27/2019, you were reported to be in violation of this policy by touching a female associate chest area when it was not welcomed. Examples of sexual harassment include, but are not limited to, "sexual jokes or use of sexually explicit language" and "sexual comments injected into business communications." Sexual harassment may be overt or subtle. Behavior that may be acceptable in a social setting may not be appropriate in the workplace.

Areas of Improvement Required by Associate

Amazon.com is committed to providing a safe and harassment free workplace environment. Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. This behavior is a violation of Amazon's Workplace Violence policy and is a Category 1 violation of Amazon's Standards of Conduct. You are expected to be in compliance with the Workplace Harassment policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Ineligible for appeal. Called on 8/28/2019 @ 5:15 pm to inform of termination.

Associate Signature: Miano,Mike REFUSED TO SIGN

Date: August 28, 2019, 5:19:52 PM

Manager Signature: Acknowledged by Holguin,Maritza Yadira (BadgeID: 12201808)

Date: August 28, 2019, 5:19:52 PM

CONFIDENTIAL

AMZ-BRY001005

amazon.com

CONFIDENTIAL

Witness Statement Form

Updated August 2018

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Name <u>Jennifer Rose Scarso</u>	Department/Position <u>PCF-Picker (cell)</u>
Home Address, City, State, Zip [REDACTED]	Home Phone [REDACTED]
	Work Phone [REDACTED]

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- List of all the issues, concerns and/or complaints.
- Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- Attach copies of any relevant documentation to this form.

8/27/19 - 12:31 PM - Grabbed my Boob walking in from Lunch By the Security Desk. (About 15 ft from HR Desk)
8/27/19 - 7:10 AM - Smacked my butt.

Always making Sexy comments asking for us to "make-out", Asking for sex after work. (this happens Almost every time I see him).

8/27/19 - 3:00 PM Break, By the Smoker area Asking me to Lift my shirt for a preview. "I just got engaged, so now he is asking to be my "Last person I sleep with before I'm married".

He is extremely touchy to most women.

7-19-19 - the day before I went away with my Boyfriend he pinched my butt so hard I had a Black + Blue "Something to remember him by while I was Away"

Please list any witnesses or individuals who may have information relevant to this investigation.

Mike - Picker (manager Ryan)

ACKNOWLEDGEMENT

Amazon values the integrity of the investigation process and the importance of conducting an investigation that is timely, thorough, and accurate. Amazon, its supervisors, and HR respect the sensitive and personal nature of the investigation, and intend to keep the investigation as confidential as possible, limiting the disclosure of information to only those people who have a legitimate reason to know.

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I further understand that as an Amazon.com associate that I am subject to Amazon's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information, or interfering with, impeding, or undermining the investigation may result in corrective action up to and including termination of employment.

Jennifer R. Scarso
Employee Name (Please Print)

Jennifer Scarso
Employee Signature

8/27/19
Date

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Name	David Vene	Department/Position	Learning
Home Address, City, State, Zip	[REDACTED]	Home Phone	[REDACTED]
		Work Phone	[REDACTED]

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- List of all the issues, concerns and/or complaints.
- Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- Attach copies of any relevant documentation to this form.

One of the Pick Ambassador's (Jen Scerso) reported to me that another AA was fresh with her and she told him to stop and he walked away. I did not see it happen, but it was right after OB lunch (12:30 pm) in front of the Learning Desk by the time clock. I told her she should report it to her AM or NR. Also I did see that he flicked her ear and it was unwanted.

Please list any witnesses or individuals who may have information relevant to this investigation.

ACKNOWLEDGEMENT

Amazon values the integrity of the investigation process and the importance of conducting an investigation that is timely, thorough, and accurate. Amazon, its supervisors, and HR respect the sensitive and personal nature of the investigation, and intend to keep the investigation as confidential as possible, limiting the disclosure of information to only those people who have a legitimate reason to know.

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I further understand that as an Amazon.com associate that I am subject to Amazon's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information, or interfering with, impeding, or undermining the investigation may result in corrective action up to and including termination of employment.

David Vene

Employee Name (Please Print)

David Vene

Employee Signature

8/27/19

Date

CONFIDENTIAL

Witness Statement Form

Updated August 2018

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Name <u>Mike Miano</u>	Department/Position <u>Amnesty / Pick</u>
Home Address, City, State, Zip [REDACTED]	Home Phone [REDACTED]
	Work Phone ()

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- List of all the issues, concerns and/or complaints.
- Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- Attach copies of any relevant documentation to this form.

my name is Mike Miano, 39 yr old Retired Plumber I've been with Amazon for 1/2 months. Today I've asked to come to hf. I've asked if I have ~~done~~ or said anything inappropriate while I've been with Amazon. I stated that I was suspended ~~in~~ in ~~at~~ ~~move~~ ~~in~~ to a sexual Harassment. Was asked if I think I did anything else since then. I said that only ~~my~~ ~~with~~ with my Coworker that I've made friend with. I told them I really remember that 2 weeks ago I was on amnesty ad that I went to an address pick up an item ~~at~~ the store. I said I passed the release but the store really said a bad but I said I had to go. But she was told to put it back in fast. I said she was going to call on the ladder onto the floor and I just tried to get her to call by reason out and should be like thinking she was alone →

Please list any witnesses or individuals who may have information relevant to this investigation.

ACKNOWLEDGEMENT

Amazon values the integrity of the investigation process and the importance of conducting an investigation that is timely, thorough, and accurate. Amazon, its supervisors, and HR respect the sensitive and personal nature of the investigation, and intend to keep the investigation as confidential as possible, limiting the disclosure of information to only those people who have a legitimate reason to know.

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I further understand that as an Amazon.com associate that I am subject to Amazon's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information, or interfering with, impeding, or undermining the investigation may result in corrective action up to and including termination of employment.

Mike Miano
Employee Name (Please Print)

[Signature]
Employee Signature

08-27-19
Date

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Name	Mike Miao		Department/Position	Amity J.C.
Home Address, City, State, Zip	[REDACTED]		Home Phone	[REDACTED]
			Work Phone	()

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- List of all the issues, concerns and/or complaints.
- Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- Attach copies of any relevant documentation to this form.

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 → Cont. Luckily she did not fall. I told her that I thought she was falling over and that lucky I grabbed her side and quickly apologized for it more than once. Today another combination from work. I seen my friend and turned her back side. and said hi and both laughed. ~~At that time my friend~~ on our way out to kitchen my friend ~~said my~~ pitched my nipple and we both laughed and he told that he for this morning and he laughed, and went to work. ~~After lunch~~ after lunch I seen my friend and started talking to her and said you know my baby right. I don't want work but me and I tried to push her out but missed the side. Later on Paul Ball - out side smoking with him we were taking a group photo and I said ~~my~~ to the people at my table only I mean to sit down. We all laughed - Cane we were laughing.

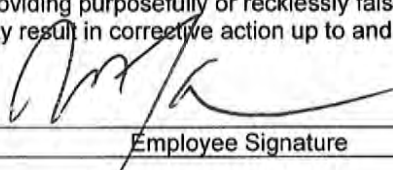
Please list any witnesses or individuals who may have information relevant to this investigation.

ACKNOWLEDGEMENT

Amazon values the integrity of the investigation process and the importance of conducting an investigation that is timely, thorough, and accurate. Amazon, its supervisors, and HR respect the sensitive and personal nature of the investigation, and intend to keep the investigation as confidential as possible, limiting the disclosure of information to only those people who have a legitimate reason to know.

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I further understand that as an Amazon.com associate that I am subject to Amazon's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information, or interfering with, impeding, or undermining the investigation may result in corrective action up to and including termination of employment.

Mike Miao
Employee Name (Please Print)


Employee Signature

05-27-19
Date